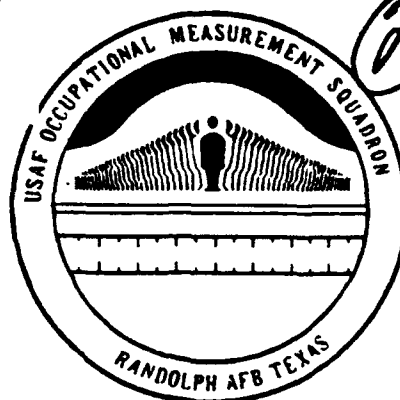AD-A277 378

UNITED STATES
AIR FORCE

OCCUPATIONAL

SURVEY REPORT

94-09114

AEROSPACE CONTROL AND WARNING SYSTEMS
AND AIR WEAPONS DIRECTOR

AFSCs 1C5X1 AND 13B3
(FORMERLY AFSCs 276X0 AND 1745)

AFPT 90-276-837

FEBRUARY 1994

OCCUPATIONAL ANALYSIS PROGRAM
USAF OCCUPATIONAL MEASUREMENT SQUADRON
AIR EDUCATION and TRAINING COMMAND
1550 5th STREET EAST
RANDOLPH AFB, TEXAS 78150-4449

'94 3 22 034

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PREFACE

This report presents the results of an occupational survey of the Aerospace Control and Warning Systems and Air Weapons Director career ladders, AFSCs 1C5X1 and 13B3 (formerly AFSCs 276X0A/B/C and 1745). Authority for conducting occupational surveys is found in AFI 36-2623. Computer products used in this report are available for use by operations and training officials.

Chief Master Sergeant Wendell L. Beaty, Occupational Analyst, developed the survey instrument. Mr Dan Dreher analyzed the data and wrote the final report. Mr Wayne Fruge provided computer programming support, and Ms Linda McDonald provided administrative support. This report has been reviewed and approved for release by Major Randall C. Agee, Chief, Airman Analysis Section, Occupational Analysis Flight, USAF Occupational Measurement Squadron.

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies may be requested from the USAF Occupational Measurement Squadron, Attention: Chief, Occupational Analysis Flight (OMY), 1550 5th Street East, Randolph AFB, Texas 78150-4449.

ROGER W. BARNES Lt Col, USAF
Commander
USAF Occupational Measurement
  Squadron

JOSEPH S. TARTELL
Chief, Occupational Analysis Flight
USAF Occupational Measurement
  Squadron

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SUMMARY OF RESULTS

1. *Survey Coverage*: This report is based on responses from 1,533 respondents, including 1,406 AFSC 1C5X1 (276X0) enlisted personnel and 127 13B3 (1745) officers. These respondents represent 77 percent of all eligible enlisted personnel and 52 percent of all eligible officers.

2. *Specialty Jobs*: Four clusters and eleven jobs were identified from responses of members of the career ladder. Most enlisted and officer respondents perform the Weapons Director job, while smaller numbers perform jobs dealing with other technical and administrative aspects of the career ladder.

3. *Career Ladder Progression*: AFSC 1C5X1 personnel progress typically through the career ladder. Three-skill level personnel perform basic technical tasks. Five-skill level personnel have a broader job involving more advanced technical and administrative tasks. Seven-skill level personnel perform more supervisory and administrative functions, while 9-skill level personnel and CEMs are career ladder managers.

4. *Specialty Descriptions*: Specialty Descriptions for Aerospace Control and Warning personnel finalized at the October 1993 Utilization and Training Workshop (U&TW) provide an accurate description of the jobs performed by members of each skill level.

5. *Training*: The Specialty Training Standard (STS) finalized at the U&TW was compared to the August 1992 edition and found to be quite similar. Most portions of the 1992 STS are supported by survey data, which suggests the new document is also supported.

6. *Job Satisfaction*: Overall job satisfaction for this career ladder is lower than satisfaction of nine related AFSCs surveyed in 1992. Indicators are somewhat higher for respondents in the current study over those reported in 1985. Satisfaction indicators for the majority of members who perform the Weapons Director job are positive, while indicators for smaller numbers of respondents performing other jobs are noticeably lower.

7. *Implications*: Survey data show this is a rather diverse career ladder. Most enlisted and officer respondents perform Weapons Director jobs, with smaller numbers performing surveillance and support jobs. Members progress typically through the career ladder, with 3- and 5-skill level members performing technical tasks, 7-skill level members performing a mixture of technical and supervisory tasks, and the most senior personnel managing the career ladder. The newly finalized STS contains much of the 1992 version with several new topics added. AFSC 1C5X1 personnel are somewhat less satisfied with their jobs than members of comparative specialties surveyed in 1992. Overall satisfaction has increased somewhat since the last survey. Members of most jobs find their jobs interesting, feel their talents and training are used, and plan to reenlist.

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OCCUPATIONAL SURVEY REPORT (OSR)
AEROSPACE CONTROL AND WARNING SYSTEMS
AND AIR WEAPONS DIRECTOR
AFSCs 1C5X1 AND 13B3
(FORMERLY AFSCs 276X0 AND 1745)

INTRODUCTION

This is a report of an occupational survey of the Aerospace Control and Warning Systems and Air Weapons Director career ladders--AFSCs 1C5X1 (formerly 276X0) and 13B3 (formerly 1745). HQ ATC/TTOK requested the survey in 1987 after space functions performed by members of the career ladder were transferred to AFSC 277X0. The survey was delayed 2 years to permit a new radar system to be delivered and personnel to become familiar with its use. Delay in delivery of the new system and the move to convert officer slots to enlisted billets held up the survey process until the present time. Survey data will be used to review current training documents.

This is one of two related surveys involving the ongoing conversion of officer Weapons Director positions to Enlisted Weapons Director billets. The Airborne Warning Command and Control and Air Weapons Director career ladders--AFSCs 1A4X1 (formerly 117X0) and 13B3 (formerly 1745) were surveyed separately from the ground-based Aerospace Control and Warning Systems ladder and rated ground-based officers. Results of the two surveys show the ground-based Aerospace Control and Warning career ladder is far more diverse than the airborne career ladder.

Background

Personnel enter this career ladder by attending the 4-week Apprentice Aerospace Control and Warning Systems Operator course taught at Keesler AFB. This course prepares graduates to operate the Modular Control Equipment (MCE) replacing the 407-L equipment. Personnel entering the B shred attend a 2-week follow-on course at Tyndall AFB, while those entering the C shred attend a 4-week follow-on course at Keesler AFB. Five-skill level Enlisted Weapons Directors began attending the officer 30BR1745-001 course in October 1992 at Tyndall AFB. A new 7-skill level awarding course was developed at the Utilization and Training Workshop (U&TW) to meet Year of Training requirements.

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SURVEY METHODOLOGY

Inventory Development

Data for this survey were collected using USAF Job Inventory (JI) Air Force Personnel Test 90-276-837, dated May 1992. A preliminary task list was prepared after reviewing career ladder documents, tasks from the previous AFSCs 276X0 and 17XX inventories, and data from the prior OSRs. This preliminary task list was then validated through interviews with 85 subject-matter experts at the following organizations:

BASE	ORGANIZATION VISITED
Keesler AFB MS	3400 TCHTG/TTGU-D
Bergstrom AFB TX	602 TACCS/DOT
Nellis AFB NV	554 RS/DOS and Fighter Weapons Center
Tyndall AFB FL	3625 TCHTS Southeast Air Defense Sector 701 ADS 81 RCS
Eglin AFB FL Aux Field 3	728 ACS/DO
Hurlburt Field FL	727 ACS(T)/DO

The final JI contains 582 tasks grouped under 16 duty headings and standard background questions asking respondents to indicate their paygrade, duty title, time in service, time in present job, time in career field, and job satisfaction. Additional background questions were included asking respondents to indicate the function they work in, tools and equipment they use, and if they performed electronic countermeasure/electronic counter-countermeasure (ECM/ECCM) or Data Quality Monitor (DQM) duties.

Survey Administration

Survey participants were selected from lists of eligible enlisted and officer personnel provided by the United States Air Force Military Personnel Center. Booklets for enlisted participants were mailed in May 1992 to specific points of contact (POCs) designated by the Air Force Career Field Manager, while booklets for officers were mailed to POCs identified by HQ ACC/DOT. The POCs were responsible for administering the survey to eligible AFSC 276X0 and 1745 personnel.

Respondents were first asked to complete an identification and biographic information section and to answer a number of background questions. They were then instructed to go through the inventory booklet and put a check mark beside each task they perform in their current job. When they had completed this, they were asked to go back and rate the time they spend performing each task checked using a 9-point scale. The time-spent rating scale ranged from 1 (a very small amount of time spent) to 9 (a very large amount of time spent).

The computer calculated the relative percent time each respondent spends performing tasks by first totaling the ratings of all tasks marked, dividing the rating of each task by this total, and multiplying the result by 100. Percent time spent ratings from all respondents were combined and used with percent members performing values to describe various groups in the career ladder.

Survey Sample

The final sample includes responses from 1,533 respondents, which includes 1,406 enlisted personnel and 127 officers. Table 1 compares the paygrade distribution of all assigned AFSC 1C5X1 enlisted personnel to that of the sample, while Table 2 shows the MAJCOM representation of the enlisted sample. These figures show the sample is representative of the total enlisted population.

Task Factor Administration

Job descriptions alone do not provide sufficient data for making decisions about career ladder documents or training programs. Task factor data are collected by asking selected senior personnel to complete either a training emphasis (TE) or task difficulty (TD) booklet. These booklets are processed separately from the JIs, and the TE and TD data are considered when analyzing other issues in the study.

Training Emphasis (TE). TE is defined as the amount of structured training first-enlistment personnel need to perform tasks successfully. Structured training can be provided by resident technical schools, field training detachments (FTD), mobile training teams (MTT), or formal on-the-job training (OJT). In this study, both senior NCOs in AFSC 1C5X1 and selected officers

TABLE 1

DISTRIBUTION OF 1C5X1 ENLISTED
PERSONNEL ACROSS PAYGRADES

PAYGRADE	PERCENT OF ASSIGNED	PERCENT OF SAMPLE
E-1 to E-3	18	16
E-4	29	30
E-5	26	27
E-6	13	13
E-7	11	11
E-8	2	2
E-9	1	1

TABLE 2

DISTRIBUTION OF 1C5X1 ENLISTED
PERSONNEL ACROSS MAJCOMs

MAJCOM	PERCENT OF ASSIGNED	PERCENT OF SAMPLE
ACC	70	68
PACAF	12	10
AETC	8	7
USAFE	5	5
NORAD	3	2
OTHER	2	8

Total Enlisted Assigned = 2,007
Total Enlisted Eligible = 1,819
Total Enlisted in Sample = 1,406
Officers in Sample = 276
Percent Enlisted Assigned in Sample = 70%
Percent Enlisted Eligible in Sample = 77%

performing the Weapons Director job were asked to rate all tasks as to the amount of structured training they felt first-enlistment personnel should receive. The officers' perspective has specific application to Enlisted Weapons Director training.

Sixty-six experienced AFSC 1C5X1 NCOs and 32 officers rated the tasks in the inventory using a 10-point scale ranging from 0 (not important to train) to 9 (extremely important to train). Interrater agreement for both the enlisted and officer raters was acceptable. The average enlisted TE rating is 1.41, with a standard deviation of 1.23. Any task with a TE rating of 2.64 is considered to have high TE, according to the enlisted raters. The average officer TE rating was 1.48, with a standard deviation of 1.52. Any task with a TE rating of 3.00 is considered to have high TE by the officer standards. It is interesting to note how close the ratings for the two groups are, suggesting there is good agreement between both enlisted personnel and officers about what should be trained.

Task Difficulty (TD). TD refers to the length of time the average airman needs to learn how to perform a task. Fifty-five experienced NCOs rated the difficulty of the tasks on a 9-point scale ranging from 1 (easy to learn) to 9 (very difficult to learn). Interrater agreement was again acceptable. TD ratings are normally adjusted so tasks of average difficulty have a value of 5.0, with a standard deviation of 1.0. Thus, any task with a TD rating of 6.00 or above is considered difficult to learn.

TE and TD ratings, when used with percent members performing values, can provide insight into tasks that should be included in overall first-enlistment training, what Enlisted Weapons Directors should be trained on specifically, and can be used to evaluate all career ladder training documents.

CAREER LADDER STRUCTURE

The first step in the analysis process is to identify the career ladder structure in terms of jobs respondents perform. Comprehensive Occupational Data Analysis Programs (CODAP) assist by creating a job description for each respondent based on the tasks performed and relative amount of time spent on the tasks. The CODAP hierarchical clustering program then compares all individual job descriptions, locates those descriptions with the most similar tasks and time spent ratings, and combines them to form a job group. In successive stages, new members are added to the initial group, or new groups are formed based on the similarity of tasks performed and time ratings. This process continues until all respondents possible are included in a group.

The basic group used in the hierarchical clustering process is the *Job*. When two or more jobs have a substantial degree of similarity in tasks performed and time spent on tasks, they are grouped together and identified as a *Cluster*. The structure of the Aerospace Control and Warning career ladder is defined in terms of the jobs and clusters of jobs respondents perform.

Overview

Survey data show there were 4 clusters and 11 jobs performed by survey respondents (see Figure 1 and the list below). The Stage (STG) or Group (GRP) number listed beside each job title is a reference number assigned by CODAP, while the letter "N" refers to the number of respondents performing the job.

Most enlisted members in the career ladder and most officers perform jobs identified in the Weapons Director cluster, while smaller numbers of respondents perform other technical tracking, Identification, ECCM, and Range jobs. The Tracking, Search Scope, and Air Surveillance jobs involve a number of common general operations tasks dealing with maintaining displays, operating consoles, communicating with aircraft, and briefing relief crews. The CODAP programs identified them separately because of time spent on tasks related to only one of the functions.

Jobs in the Supervisory cluster involve direct supervision of AFSC 1C5X1 personnel. Time spent on duties by members of the clusters and jobs is presented in Table 3, and selected background data are presented in Table 4. Brief descriptions of each cluster and job are presented below, while representatives tasks performed are listed in Appendix A.

I. WEAPONS DIRECTOR CLUSTER (STG114, N=375)

II. AIR DEFENSE CLUSTER (STG202, N=25)

III. TRACKING JOB (STG360, N=57)

IV. SEARCH SCOPE OPERATOR JOB (STG361, N=64)

V. ELECTRONIC COUNTER-COUNTERMEASURE (ECCM) JOB
    (STG400, N=9)

VI. INTERFACE CONTROL JOB (STG431, N=49)

VII. IDENTIFICATION JOB (STG391, N=79)

VIII. BATTLE MANAGEMENT CLUSTER (STG221, N=94)

JOBS PERFORMED
AFSC 1C5X1 PERSONNEL

RANGE 2%
RADAR EVAL <1%
ACTION OFFICER <1%
SUPV 8%
TRAINING 2%
STAN EVAL 2%
AIR SURV 6%
BATTLE MGMT 6%
IDENT 5%
INTERFACE 3%
ECCM <1%
SEARCH SCOPE 4%
TRACKING 4%
AIR DEFENSE 2%
NOT GROUPED 27%
WEAPONS DIRECTOR 24%
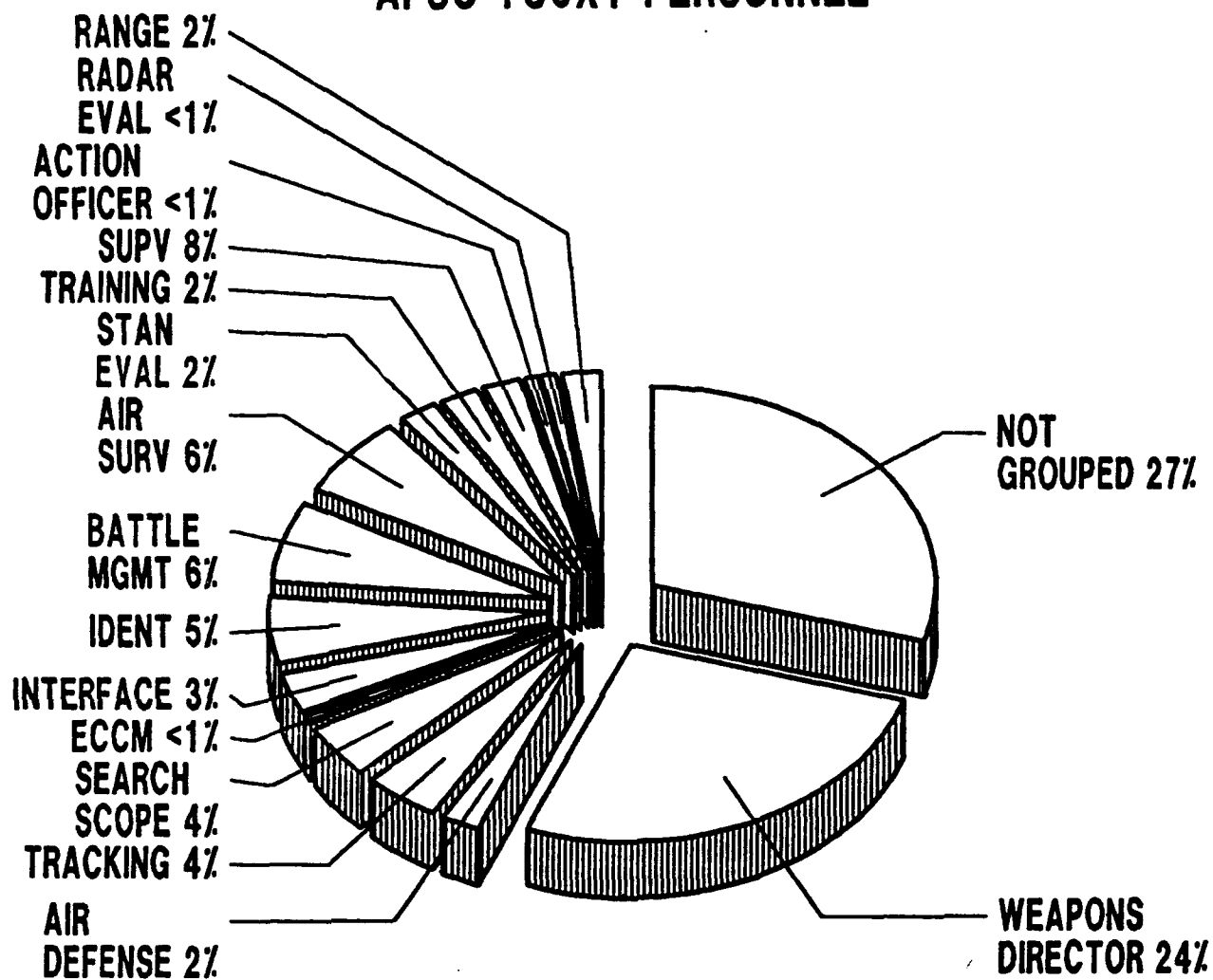
FIGURE 1

TABLE 3

TIME SPENT ACROSS DUTIES BY PERSONNEL IN CAREER LADDER JOBS
(RELATIVE PERCENT OF TIME SPENT)

DUTIES		WEAPONS DIRECTOR	AIR DEFENSE	TRACKING	SEARCH SCOPE	ECCM	INTER-FACE CONTROL	IDENT	BATTLE MGMT
A	ORGANIZING AND PLANNING	4	5	*	1	4	2	2	4
B	DIRECTING AND IMPLEMENTING	4	4	*	2	4	3	3	5
C	INSPECTING AND EVALUATING	3	3	*	1	4	1	2	4
D	TRAINING	5	2	*	3	6	5	4	3
E	PERFORMING ADMINISTRATIVE FUNCTIONS	4	18	4	4	9	9	7	10
F	PERFORMING GENERAL OPERATIONS FUNCTIONS	32	39	58	45	31	43	39	41
G	PERFORMING COMMAND AND CONTROL FUNCTIONS	6	24	2	2	*	5	8	17
H	CONDUCTING DATA LINK ACTIONS	*	0	*	1	*	16	*	*
I	MAINTAINING DATA QUALITY	*	*	1	2	12	1	*	*
J	PERFORMING IDENTIFICATION ACTIONS	2	2	2	2	*	1	23	3
K	PERFORMING SURVEILLANCE FUNCTIONS	3	1	28	18	9	8	6	3
L	PERFORMING WEAPONS CONTROL TECHNICIAN FUNCTIONS	14	*	*	1	*	*	*	3
M	PERFORMING MOBILE OPERATIONS	2	*	*	14	9	3	*	*
N	PERFORMING RANGE CONTROL ACTIONS	1	*	*	*	*	*	*	*
O	EVALUATING RADAR SYSTEMS	*	*	*	*	8	*	*	*
P	PERFORMING WEAPONS CONTROL	18	*	1	*	*	1	1	1

* Denotes less than 1 percent

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TABLE 3 (CONTINUED)

TIME SPENT ACROSS DUTIES BY PERSONNEL IN CAREER LADDER JOBS
(RELATIVE PERCENT OF TIME SPENT)

DUTIES	AIR SURV	STAN EVAL	TRAINING	SUPVY	ACTION OFFICER	RADAR EVAL	RANGE CONTROL
A ORGANIZING AND PLANNING	5	9	9	20	30	4	5
B DIRECTING AND IMPLEMENTING	6	9	11	17	19	7	6
C INSPECTING AND EVALUATING	5	10	6	16	15	5	4
D TRAINING	6	11	30	8	9	4	3
E PERFORMING ADMINISTRATIVE FUNCTIONS	6	10	8	11	23	6	4
F PERFORMING GENERAL OPERATIONS FUNCTIONS	39	23	15	15	*	13	17
G PERFORMING COMMAND AND CONTROL FUNCTIONS	6	11	4	5	1	1	8
H CONDUCTING DATA LINK ACTIONS	3	*	1	*	0	*	*
I MAINTAINING DATA QUALITY	7	1	*	*	0	5	*
J PERFORMING IDENTIFICATION ACTIONS	*	1	1	*	0	2	2
K PERFORMING SURVEILLANCE FUNCTIONS	12	3	3	1	0	5	*
L PERFORMING WEAPONS CONTROL TECHNICIAN FUNCTIONS	*	2	4	*	0	*	2
M PERFORMING MOBILE OPERATIONS	2	2	2	1	*	*	*
N PERFORMING RANGE CONTROL ACTIONS	*	*	1	1	0	0	41
O EVALUATING RADAR SYSTEMS	*	*	*	*	0	44	*
P PERFORMING WEAPONS CONTROL	*	4	3	*	0	*	6

* Denotes less than 1 percent

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TABLE 4

SELECTED BACKGROUND DATA ON PERSONNEL IN CAREER LADDER JOBS

	WEAPONS DIRECTOR	AIR DEFENSE	TRACKING	SEARCH SCOPE	ECCM	INTER-FACE CONTROL	IDENT	BATTLE MGMT
NUMBER IN GROUP	375	25	57	64	9	49	79	94
PERCENT OF TOTAL SAMPLE	24%	2%	4%	4%	*	3%	5%	6%
PERCENT IN CONUS	23%	32%	37%	74%	78%	66%	72%	32%
DAFSC DISTRIBUTION:								
1C531B	4%	4%	44%	5%	0	14%	4%	1%
1C531C	2%	0	0	31%	0	4%	0	2%
1C551	46%	40%	54%	59%	70%	71%	76%	34%
1C571	22%	52%	2%	5%	30%	10%	19%	56%
1C591	0	4%	0	0	0	0	1%	3%
1C500	0	0	0	0	0	0	0	0
PAYGRADE DISTRIBUTION:								
AIRMAN	7%	0	54%	46%	0	35%	12%	4%
E-4	28%	28%	33%	39%	10%	39%	47%	13%
E-5	24%	32%	12%	13%	80%	24%	32%	23%
E-6	11%	28%	0	3%	10%	2%	8%	23%
E-7	4%	8%	0	0	0	0	1%	31%
E-8	0	4%	0	0	0	0	0	2%
E-9	0	0	0	0	0	0	0	0
O-1	9%	0	0	0	0	0	0	0
O-2	11%	0	0	0	0	0	0	0
O-3	6%	0	0	0	0	0	0	3%
O-4	0	0	0	0	0	0	0	0
AVERAGE MONTHS TAFMS	92	133	46	58	120	69	101	165
PERCENT FIRST ENLISTMENT	26%	8%	70%	48%	0	41%	18%	4%
PERCENT SUPERVISING	46%	28%	14%	30%	40%	18%	37%	59%
AVERAGE TASKS PERFORMED	101	40	37	74	78	66	72	83

* Denotes less than 1 percent

TABLE 4 (CONTINUED)

SELECTED BACKGROUND DATA ON PERSONNEL IN CAREER LADDER JOBS

	AIR SURV	STAN EVAL	TRAINING	SUPVY	ACTION OFFICER	RADAR EVAL	RANGE CONTROL
NUMBER IN GROUP	99	37	38	127	11	13	35
PERCENT OF TOTAL SAMPLE	6%	2%	2%	8%	*	*	2%
PERCENT IN CONUS	28%	35%	16%	21%	27%	0	6%
DAFSC DISTRIBUTION:							
1C531B	1%	0	0	1%	0	0	3%
1C531C	1%	0	3%	1%	0	0	6%
1C551	59%	14%	45%	19%	0%	38%	74%
1C571	37%	65%	47%	51%	27%	62%	17%
1C591	0	14%	3%	14%	18%	0	0
1C500	0	3	3%	13%	27%	0	0
PAYGRADE DISTRIBUTION:							
AIRMAN	1%	0	3%	2%	0	0	9%
E-4	21%	5%	29%	7%	0	15%	48%
E-5	47%	16%	26%	19%	0	39%	31%
E-6	25%	24%	16%	22%	0	15%	6%
E-7	4%	41%	21%	23%	27%	31%	6%
E-8	0	8%	5%	15%	18%	0	0
E-9	0	0	0	10%	27%	0	0
O-1	0	0	0	0	0	0	0
O-2	0	3%	0	0	0	0	0
O-3	2%	3%	0	2%	10%	0	0
O-4	0	0	0	0	18%	0	0
AVERAGE MONTHS TAFMS	131	185	131	196	245	153	100
PERCENT FIRST ENLISTMENT	4%	3%	3%	2%	0	8%	12%
PERCENT SUPERVISING	73%	78%	34%	77%	0	38%	43%
AVERAGE TASKS PERFORMED	113	59	72	57	20	72	44

* Denotes less than 1 percent

IX. AIR SURVEILLANCE JOB (STG317, N=99)

X. STANDARDIZATION/EVALUATION JOB (STG362, N=37)

XI. TRAINING JOB (STG359, N=12)

XII. SUPERVISORY CLUSTER (STG089, N=127)

XIII. ACTION OFFICER JOB (STG346, N=11)

XIV. RADAR EVALUATION JOB (STG341, N=13)

XV. RANGE CONTROL JOB (STG326, N=11)

I. WEAPONS DIRECTOR CLUSTER (STG114, N=375). The jobs dealing with weapons direction are performed by the largest number of members of the career ladder, both enlisted and officers. Personnel with these jobs spend about one-third of their duty time performing general operations tasks common to several other jobs in the career ladder. What distinguishes these jobs from all others is the time spent performing specific weapons control and weapons control technician tasks, which involve monitoring aircraft position, relaying information for tactical and air refueling operations, and handing off and accepting aircraft into airspace. Personnel with these jobs are distinguished by the time they spend performing the following tasks:

> assist in conducting tactical intercepts
> assist in conducting air refueling operations
> assist in conducting offensive missions
> monitor flying safety
> coordinate aircraft recoveries with other agencies
> coordinate hand-offs with other agencies
> monitor or update status of aircraft fuel, armament, or recovery
>   base information
> hand-off aircraft to other controlling agencies
> accept control of aircraft from other control agencies
> determine aircraft positions during dissimilar or aerial combat
>   tactics (DACT or ACT) exercises

Enlisted personnel performing these jobs have some degree of experience in the career ladder as they average 92 months Total Active Federal Military Service (TAFMS). They are in paygrades E-4 through E-6, 46 percent hold the 5-skill level, and 22 percent hold the 7-skill level,

and only 26 percent are in their first enlistment. Officers performing the Weapons Director functions are second and first lieutenants. Over three-quarters of all personnel with these jobs are assigned to overseas bases.

Six jobs were identified within this cluster. Most personnel, including nearly all the officer respondents, perform the Weapons Director job. The job is rather broad, involving an average of 135 tasks. Most time is spent performing weapons control and weapons control technician functions, as shown by representative tasks performed by members of the cluster listed in Appendix A, Table A1. As this is essentially the core job of the career ladder, it is performed by enlisted members in paygrades E-4 through E-7 who hold either the 5- or 7-skill level.

For comparative purposes, representative tasks performed by officers with the Weapons Director job are listed in Appendix A, Table A2. This table shows the work performed by officers is nearly the same as that performed by enlisted personnel in the main job of the Weapons Director cluster. The highest percentage of officers perform tasks in the general operations and weapons control duties.

There are several more senior enlisted personnel who perform a mixture of technical tasks and supervisory functions. They are distinguished by the time they spend planning work assignments, writing EPRs, evaluating personnel, assigning personnel to work areas, and conducting supervisor's orientations.

Another 32 reported having the job title of Weapons Assignment. This job involves many tasks common to the cluster, but is distinguished by the time involved conducting recurring or proficiency training, administering tests, counseling trainees, and evaluating training scenarios.

A fourth job is distinguished because it involves an average of only 53 tasks, most of which are mobility tasks. This job is performed by respondents who hold the 5-skill level, and most are in paygrades E-4 and E-5.

Sixteen respondents performed an average of 73 common tasks, but were distinguished from the other jobs because they spend far more time performing tasks only in Duty L, Weapons Control Technician Function. Personnel with this job are in paygrades E-3 through E-6 and hold either the 5- or 7-skill level.

The final job is performed by the most junior personnel in the cluster. This job involves an average of only 34 tasks dealing with displays, identifying aircraft, operating radios, and accepting and handing off aircraft. Most respondents with this job are in paygrade E-4 and hold the 5-skill level.

II. AIR DEFENSE CLUSTER (STG202, N=25). Survey data show there are two related jobs which involve general operations and command control functions. The jobs in this cluster are rather limited, as personnel perform an average of only 40 tasks. The work involves a number of common general operations functions and administrative tasks, but it is the amount of

time spent on the command and control tasks which distinguishes these jobs from all others in the career ladder. The following are examples of the command and control tasks performed which distinguish these jobs:

> process emergency action messages (EAMs)
> track commanders' availability
> complete special operations reports, such as counterdrug
>   or unknown aircraft reports
> perform EA procedures
> brief North American Air Defense (NORAD) or tactical agencies
>   on air defense data
> receive or record intelligence information
> compile air defense data from sector operations control
>   centers (SOCCs) for command and control decisions
> coordinate emergency actions with command and control agencies
> complete emergency action (EA) slides for battle staff sections

Survey data suggest somewhat more experienced personnel perform the Air Defense jobs; respondents average 133 months TAFMS, over half hold the 7-skill level, and most are in paygrades E-5 and E-6. Two-thirds are assigned to overseas bases.

As mentioned, survey data show there are two jobs in the cluster. Members with both jobs perform a number of common command and control tasks, but are distinguished by the time they spend performing specific tasks. Members with one job spend more time compiling data and presenting briefings, while the others perform more command and control procedures and coordinate various actions.

III. TRACKING JOB (STG360, N=57). AFSC 1C5X1 personnel with the Tracking job spend 58 percent of their duty time performing tasks which deal with tracking and 28 percent of their time performing surveillance functions. These duties include accepting, maintaining, updating, and evaluating tracks, and maintaining displays. The job is somewhat limited as respondents reported performing an average of only 37 tasks. This job is distinguished from all others by the time members spend performing the following tasks:

> perform drop or extrapolation actions
> perform lost track actions
> detect targets and initiate on present position of data
> update tracks
> accept assigned tracks
> maintain track continuity

accept simulated tracks
perform passive tracking
evaluate track data

This is obviously the job some of the most junior personnel perform, as 25 of the 57 respondents were DAFSC 27630B, 31 held the 5-skill level, and only 1 individual held the 7-skill level. These airmen averaged 46 months' TAFMS, 40 were in their first enlistment, and 87 percent were in paygrades E-1 through E-4. Thirty-seven percent of those with this job had CONUS assignments.

IV. SEARCH SCOPE OPERATOR JOB (STG361, N=64). Airmen with this job spend 45 percent of their duty time performing general operations functions, 18 percent of their time performing surveillance functions, and 14 percent performing mobile operations functions. While personnel with this job perform many tracking and console tasks common to other jobs in the career ladder, they are distinguished because they spend more time on mobility tasks than members with any other job in the career ladder. This involves handling and maintaining mobility equipment and performing site duties, as shown by the following representative tasks which distinguish the Search Scope Operator job:

pack or unpack vertical display boards
perform convoy duties
perform operator preventative maintenance on mobile equipment
don or doff chemical warfare ensembles
erect or dismantle vertical display boards
pack or unpack shelters
load or offload vehicles
erect or dismantle shelters

This job is performed by personnel only a little more senior than those with the Tracking job. The average TAFMS for personnel with this job is 58 months, nearly one-third are 3-skill level holding the C-shred, 59 percent hold the 5-skill level, 85 percent are in paygrades E-1 through E-4, and about half report being in their first enlistment. Seventy-four percent of members with this job are assigned to CONUS bases.

V. ELECTRONIC COUNTER-COUNTERMEASURE (ECCM) JOB (STG400, N=9). The ECCM job requires personnel to spend almost one-third of their duty time performing general operations functions dealing with maintaining equipment and displays, and monitoring radar

returns. Another 12 percent of duty time is devoted to maintaining data quality. It is the time spent maintaining data quality and performing ECCM tasks which distinguishes this job from the others. The following are ECCM tasks that members with this job spend most time performing:

> analyze or identify jamming or interference
> implement electronic counter-countermeasures (ECCM) actions, such as
>   scope adjustments or voice procedures
> obtain height correction factors from weather agencies
> select or recommend ECCM fixes
> change gating areas or status
> interpret effects of weather on radar
> change blanking areas
> evaluate quality of processed data after applying ECCM

Respondents with the ECCM job are more senior personnel, as nine average 120 months' TAFMS, six hold the 5-skill level, three hold the 7-skill level, and seven are in paygrade E-5. Seven have CONUS assignments.

VI. INTERFACE CONTROL JOB (STG431, N=49). This is a somewhat limited job as respondents perform an average of 66 tasks. As with other jobs in the career ladder, a large portion of duty time is spent performing common operations tasks, such as operating radios, performing console set-up and shut-down procedures, and maintaining displays. What distinguishes this job from all others is the amount of duty time spent performing tasks dealing with establishing and maintaining data links. The following are typical data link tasks members with this job spend most time performing:

> establish data links
> identify data link malfunctions during digital data link
>   interface operations
> monitor data link displays
> perform digital information link procedures
> resolve data link conflicts
> establish data link equipment operation parameters
> build data link filters
> perform downlink acquisition procedures

Somewhat junior personnel perform this job, as 71 percent hold the 5-skill level, 14 percent hold the 3-skill level and the B-shred, and 74 percent are in paygrades E-1 through E-4. Forty-one percent are in their first enlistment, and two-thirds are stationed in the CONUS.

VII. IDENTIFICATION JOB (STG391, N=79). Seventy-nine respondents perform a mixture of operations and identification tasks. Most time, however, is spent on a number of tasks related specifically to identification, such as identifying aircraft, maintaining flight plans, and handling flight information. The following are a sample of specific identification tasks members with the job spend most time performing:

correlate targets with known flight plans
determine track classifications or identifications
identify aircraft using IFF/SIF procedures
identify aircraft using methods other than IFF/SIF procedures
interpret flight plan information
obtain identification information from agencies such as air
  movements identification service (AMIS)
preplot flight plan data
record aircraft flight information
report flight plan violations
report unknown aircraft upchannel
update or maintain computerized flight plan data

This job is performed by personnel with some degree of experience. Respondents with this job average 101 months' TAFMS, only 18 percent are in their first enlistment, three-quarters hold the 5-skill level, 19 percent hold the 7-skill level, and 79 percent are in paygrades E-4 and E-5. Most personnel with this job are assigned to CONUS locations.

VIII. BATTLE MANAGEMENT CLUSTER (STG221 N=94). These related jobs are performed by somewhat more senior personnel in the career ladder. The jobs involve performing operations functions, command and control functions, and a number of supervisory functions. The operations tasks are the common radio operations, maintaining displays, and briefing activities. What distinguishes these jobs is the time spent performing direct supervision tasks, listed below:

evaluate subordinates' compliance with work or military standards
supervise Aerospace Control and Warning Systems Operators (AFSC 27650)
supervise Aerospace Control and Warning Systems Technicians (AFSC 27670)
write EPRs
coordinate air defense operations with external agencies
counsel personnel on personal or military-related matters
coordinate E-3 aircraft requests for information or actions
  with ground agencies

Over half the airmen with the Battle Managements jobs report having direct supervisory responsibility. They average 165 months TAFMS, over half hold the 7-skill level, almost all are in paygrades E-5 through E-7, three are officers, and only one-third are stationed CONUS.

Survey data show there are three jobs in this cluster, distinguished by the number of tasks performed or emphasis on specific tasks. There are 25 respondents who are more junior and do less supervision and more technical aspects of the job. There are 54 respondents who are the most senior and perform fewer tasks. Members of the last job spend the most time on only supervisory tasks.

IX. AIR SURVEILLANCE JOB (STG317, N=99). Personnel with the Air Surveillance job perform an average of 113 tasks, more tasks than personnel with any other job in the career ladder. This broad job includes not only general operations and surveillance functions, but also supervision. Survey data show 39 percent of job time involves performing common tasks dealing with maintaining displays, monitoring radar returns, and communicating with aircrews. What distinguishes this job is the time spent on the following specific surveillance tasks.

> expand, contract, or offset radar video displays
> interpret radar returns or displays
> evaluate track data
> coordinate equipment down times with maintenance personnel
> maintain positional logbooks
> insert operational data into computers
> control quality or quantity of data inputs or outputs
> identify computer malfunctions
> direct technicians to take console or equipment actions

Respondents with this job average 131 months TAFMS, 59 percent hold the 5-skill level, 37 percent hold the 7-skill level, and most are in paygrades E-5 through E-7. Seventy-three percent report having supervisory responsibilities.

X. STANDARDIZATION/EVALUATION JOB (STG362, N=37). This job is more administrative than technical. While most duty time is spent performing general operations and command and control functions, the tasks performed deal with maintaining the quality of data and equipment. In addition, personnel with this job perform many administrative, evaluative, and reporting tasks. What distinguishes this job from the others is the time members spend on the following tasks:

write routine reports, correspondence, or memorandums
edit or review correspondence or reports
evaluate subordinates' compliance with work or military
    standards
compile data or information for reports or meetings
plan or schedule work assignments
establish organizational policies, operating instructions
    (OIs), or standard operating procedures (SOPs)
establish work priorities
conduct meetings, symposiums, conferences, briefings,
    or workshops

       This is also a job performed by experienced, but not the most senior, personnel in the career ladder. The respondents with this job average 15 years in the service, most hold the 7-skill level, and most are in paygrades E-6 through E-8.

       XI. TRAINING JOB (STG359, N=12). As with nearly all other career ladders, a number of personnel spend most of their duty time performing training functions at bases other than at the technical school. Respondents indicated, while they spend most of their time performing training tasks, they also perform many of the technical tasks as part of their jobs. The training job is distinguished by the time members spend performing the following tasks:

direct training sections or programs
evaluate progress of trainees
develop tests
administer tests
develop training aids
counsel trainees on training progress
revise training materials
maintain training records, charts, or graphs
determine training requirements

       Training personnel are somewhat more senior personnel as they average 11 years in the service, most hold the 7-skill level, and they are in paygrades E-5 through E-8.

XII. SUPERVISORY CLUSTER (STG089, N=127). Three rather similar supervisory jobs are performed by more senior personnel in the career ladder. Members with the jobs spend almost 80 percent of their total duty time performing purely supervisory tasks, more time than members with any other job in the career ladder. Supervisors counsel, assign work, establish performance standards, and evaluate workers' performance. The following tasks are representative tasks supervisors perform:

> counsel personnel on personal or military-related matters
> write or review recommendations for awards or decorations
> assign personnel to work areas or duty positions
> plan or schedule work assignments
> write routine reports, correspondence, or memorandums
> write EPRs
> establish work priorities

Supervisory personnel average 196 months TAFMS, are in paygrades E-5 through E-9, and most hold the 7- and 9-skill level or are CEMs. Two officers were identified in the cluster.

The three related jobs differed by the number of tasks performed, as well as the time spent on particular supervisory tasks. One group of nine supervisors were more junior, predominantly 5-skill level members, who spent more time on some common technical tasks, as well as counseling, planning work assignments, and evaluating subordinates' work.

Most members performing the second supervisory job hold the 7-skill level, are in paygrades E-6 through E-8, and average 204 months TAFMS. They are characterized by the time they spend writing and editing correspondence, maintaining files, and handling classified materials.

Those performing the final job are the most senior supervisors, averaging 249 months TAFMS. They hold the 7- and 9-skill levels and are CEMs. This job involves compiling data and writing reports, interpreting policies for subordinates, and scheduling personnel for temporary duty assignment.

XIII. ACTION OFFICER JOB (STG346, N=11). The Action Officer job is located at MAJCOM Headquarters level. This is a purely administrative job which includes an average of only 20 tasks, most of which deal with managing the career ladder. Included are working with budgets, determining manpower requirements, and analyzing after-action reports. These managerial functions are clearly evident in the following list of representative tasks Action Officers spend the most time performing:

write routine reports, correspondence, or memorandums
compile data or information for reports or meetings
conduct meetings, symposiums, conferences, briefings, or
   workshops
plan briefings
write staff studies, surveys, or special reports, other than
   training reports
determine budget requirements
determine logistics requirements, such as equipment, personnel,
   or space
evaluate budget requirements

The most senior AFSC 276X0 personnel perform this job, averaging over 20 years in the service; most hold the 9-skill level and CEM code, along with three commissioned officers.

XIV. RADAR EVALUATION JOB (STG341, N=13). This job is performed by 13 members assigned to the 84th Radar Evaluation Squadron at Hill AFB. The job is characterized by the time spent performing tasks related specifically to evaluating radar systems. It is a somewhat involved job, as members perform an average of 72 tasks. The following are the radar evaluation tasks members with the job spend the most time performing:

upload evaluation data into computers
perform or assess data reductions
blip-scan recordings of track data
organize evaluation tracks into specific categories or groups
score radar evaluation flights
recommend and plot evaluation flight routes
compile measurements of radar display presentations
develop and justify radar evaluation computerized products

Personnel with the job hold the 5- and 7-skill level, average 153 months in the service, and are in paygrades E-4 through E-6.

XV. RANGE CONTROL JOB (STG326, N=11). Survey data identified the Range Control job separately from other jobs in the career ladder. Personnel with this job spend 65 percent of their duty time scheduling and coordinating range activities and directing aircraft into and out of the facility. The following are typical range control tasks members spend most time performing:

21

schedule range activities

coordinate range missions or operations with internal agencies
or positions

coordinate support for range users, such as electronic warfare
or bomb scoring with support agencies

coordinate range missions or operations with external agencies,
such as air traffic control or range users

activate or deactivate range airspace

revise range schedules

resolve airspace conflicts

Personnel with the job hold the 5- and 7-skill level, average 100 months in the service, most are in paygrades E-1 through E-5, and most are assigned to either 554th Range Squadron at Nellis AFB or 3264th Test Wing at Eglin AFB. One is assigned to the 17th Air Force at Sembach AFB, and one is assigned to the 325 OSS at Tyndall AFB.

Comparison to Previous Survey

The career ladder has remained quite diverse, even after all space responsibilities were transferred to AFSC 277X0. Job and cluster titles identified in the previous and current studies are listed in Table 5. While there was some degree of commonality in jobs between the two studies, several jobs did not match. This was due to differences in the task lists used for the current and previous survey. The current task list reflects tasks performed using the new equipment and the addition of Weapons Director responsibilities, which resulted in several jobs being identified in the current study that were not identified in 1986.

CAREER LADDER PROGRESSION

Analysis of the tasks performed by members of the various DAFSCs is an important part of each occupational survey. This analysis identifies differences in work performed across skill levels, which in turn, may be used to evaluate career ladder documents, such as the Specialty Descriptions in Section B of the Career Field Education and Training Plan (CFETP) and the Specialty Training Standard (STS) for the career ladder.

The distribution of skill-level personnel performing the career ladder jobs is shown in Table 6, while the relative time members of the skill-level groups spend on each duty is listed in Table 7. While 3- and 5-skill level members do very similar work, there are some important differences to consider in light of the Quality Training Plan. This is because entry-level personnel will have to spend at least a year in OJT and be in paygrade E-4 before they can enter 5-skill level upgrade training or attend the Enlisted Weapons Director course. This will effectively slow the

TABLE 5

COMPARISON OF JOBS IDENTIFIED IN PRESENT AND PREVIOUS STUDY

CURRENT STUDY	1986 OSR
WEAPONS DIRECTOR CLUSTER (N=375)	WEAPONS CONTROL PERSONNEL (N=150)
BATTLE MANAGEMENT CLUSTER (N=94)	MOBILE OPERATIONS PERSONNEL (N=257)
AIR SURVEILLANCE JOB (N=99)	AIR SURVEILLANCE PERSONNEL (N=293)
ECCM JOB (N=9)	MISSION OPERATION PERSONNEL (N=139)
IDENTIFICATION JOB (N=79)	MOVEMENT IDENTIFICATION PERSONNEL (N=54)
TRAINING JOB (N=12)	INSTRUCTORS (N=55)
RADAR EVALUATION JOB (N=13)	RADAR EVALUATION PERSONNEL (N=11)
RANGE CONTROL JOB (N=11)	RANGE SAFETY PERSONNEL (N=13)
SUPERVISORY CLUSTER (N=127)	SUPERVISORY PERSONNEL (N=465)
ACTION OFFICER (N=11)	MANAGEMENT AND SUPPORT PERSONNEL (N=105)
TRANSFERRED TO AFSC 277X0	SPACE FUNCTIONS (N=167)
NOT IDENTIFIED	SITE PRODUCTION/REDUCTION SYSTEM (SPARS) PERSONNEL (N=23)
NOT IDENTIFIED	MISSION DATA CONTROL PERSONNEL (N=35)
INTERFACE CONTROL JOB (N=49)	NOT MATCHED
TRACKING JOB (N=12)	NOT MATCHED
AIR DEFENSE CLUSTER (N=25)	NOT MATCHED
SEARCH SCOPE JOB (N=64)	NOT MATCHED
STAN EVAL JOB (N=37)	NOT MATCHED

TABLE 6

DISTRIBUTION OF SKILL-LEVEL MEMBERS ACROSS JOBS
(PERCENT)

SPECIALTY JOBS	IC531B (N=75)	IC531C (N=98)	IC551 (N=742)	IC571 (N=430)	IC591/00 (N=61)	OFFICER (N=127)
I. WEAPONS DIRECTOR CLUSTER	20%	8%	23%	19%	0	77%
II. AIR DEFENSE CLUSTER	1%	0	1%	3%	2%	0
III. TRACKING JOB	33%	0	4%	*	0	0
IV. SEARCH SCOPE JOB	4%	20%	5%	*	0	0
V. ECCM JOB	0	c	1%	*	0	0
VI. INTERFACE CONTROL JOB	9%	2%	5%	1%	0	0
VII. IDENTIFICATION JOB	4%	0	8%	3%	2%	0
VIII. BATTLE MANAGEMENT CLUSTER	1%	2%	4%	12%	5%	2%
IX. AIR SURVEILLANCE JOB	1%	1%	8%	9%	0	1%
X. STANDARDIZATION/EVALUATION JOB	0	0	*	5%	10%	1%
XI. TRAINING JOB	0	0	*	2%	2%	0
XII. SUPERVISORY CLUSTER	1%	1%	3%	15%	56%	1%
XIII. ACTION OFFICER JOB	0	0	0	*	8%	2%
XIV. RADAR EVALUATION JOB	0	0	*	2%	0	0
XV. RANGE CONTROL JOB	1%	0	*	*	0	0
NOT GROUPED	23%	66%	38%	24%	15%	16%

* Denotes less than 1 percent

TABLE 7

TIME SPENT ON DUTIES BY MEMBERS OF THE SKILL-LEVEL GROUPS
(PERCENT OF JOB TIME)

DUTIES	IC531B (N=75)	IC531C (N=98)	IC551 (N=742)	IC571 (N=430)	IC591/00 (N=61)	OFFICER (N=127)
A ORGANIZING AND PLANNING	2	2	4	10	23	6
B DIRECTING AND IMPLEMENTING	1	2	4	9	19	5
C INSPECTING AND EVALUATING	1	*	3	8	19	3
D TRAINING	3	7	7	9	7	6
E PERFORMING ADMINISTRATIVE FUNCTIONS	5	5	7	10	12	3
F PERFORMING GENERAL OPERATIONS FUNCTIONS	46	40	35	25	9	25
G PERFORMING COMMAND AND CONTROL FUNCTIONS	5	4	6	8	5	5
H CONDUCTING DATA LINK ACTIONS	2	*	2	1	*	*
I MAINTAINING DATA QUALITY	*	*	2	1	*	*
J PERFORMING IDENTIFICATION ACTIONS	3	3	4	2	*	2
K PERFORMING SURVEILLANCE FUNCTIONS	18	11	7	3	*	2
L PERFORMING WEAPONS CONTROL TECHNICIAN FUNCTIONS	4	4	5	4	*	9
M PERFORMING MOBILE OPERATIONS	1	10	4	2	2	1
N PERFORMING RANGE CONTROL ACTIONS	2	4	2	1	*	*
O EVALUATING RADAR SYSTEMS	*	*	*	2	*	*
P PERFORMING WEAPONS CONTROL	4	4	5	3	*	30

* Denotes less than 1 percent

25

upgrade process and increase the number of 3-skill level members in the career ladder. Figures in these tables show, at the time of the survey, 3- and 5-skill level personnel performed most of the technical jobs; 7-skill level members performed jobs which require more experience; 9-skill level and CEM code personnel were supervisors, and nearly all officers performed the Weapons Director job. Discussions of the individual skill levels follow.

<u>Skill-Level Descriptions</u>

DAFSC 1C531B. Most 3-skill level personnel with the B shred perform the Tracking and Weapons Director jobs, with a few others performing other technical jobs. Most duty time was spent performing general operations and surveillance functions. As shown in Table 8, this involves maintaining displays and tracks and operating consoles. The relatively low percent members performing the tasks listed in Table 8 suggests there is a fair degree of diversity in the work performed by AFSC 1C531B personnel. A comparison of tasks performed by B-shred and C-shred personnel showed about half the tasks members of the shreds perform are the same, half are specific to the shred.

DAFSC 1C531C. While C-shred personnel are the largest group performing the Search Scope job (see Table 6), almost two-thirds were not identified as performing any of the jobs identified in the career ladder. Job titles reported by the ungrouped C-shred respondents include Weapon Simulator Pilot, Nellis Range Operations, and Exercise Design. These respondents performed an average of only 16 of the 584 tasks in the inventory. The diversity of work performed is confirmed by the low percent members performing representative tasks listed in Table 9 and prevented the CODAP clustering programs from being able to group these respondents together or with others.

While members of the two shreds perform many tasks in common, they differ in the time spent on Duty M mobility tasks (see Table 7). This distinction is shown by figures in Table 10, which lists tasks that best distinguish between B- and C-shred personnel. Higher percentages of B-shred personnel perform Duty K surveillance tasks, while a slightly higher percentage of C-shred respondents perform mobility tasks.

DAFSC 1C551. Five-skill level members have a somewhat broad job, as they perform an average of 64 tasks, about one-third more than 3-skill level members. They spend 35 percent of their duty time performing general operations functions and are about the only personnel who perform the ECCM job (see Table 6). At the time of the survey, 5-skill level members had not completed Weapons Director training, and very few were performing tasks related specifically to duties L and P (Weapons Control Technician and Weapons Control). Instead, they were performing many of the same tasks 3-skill level members were performing. As shown in Table 11, they did have some supervisory responsibility 3-skill level members did not have.

TABLE 8

REPRESENTATIVE TASKS PERFORMED BY
DAFSC 1C531B PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=75)
F248	PERFORM RADIO OR TELEPHONE (RT) PROCEDURES	76
K398	PERFORM DROP OR EXTRAPOLATION ACTIONS	64
F195	CONDUCT SHIFT CHANGE POSITIONAL BRIEFINGS	63
F219	EXPAND, CONTRACT, OR OFFSET RADAR VIDEO DISPLAYS	61
F265	UPDATE TRACKS	59
F242	PERFORM CONSOLE OR EQUIPMENT SETUP OR ADJUSTMENT PROCEDURES	59
F246	PERFORM LOST TRACK ACTIONS	53
F180	ACCEPT ASSIGNED TRACKS	52
F218	EVALUATE TRACK DATA	51
F259	RESPOND TO ALERTS OR WARNINGS, SUCH AS DEFENSE CONDITIONS (DEFCONs) OR WEATHER ALERTS	51
F226	INTERPRET RADAR RETURNS OR DISPLAYS	49
K390	MAINTAIN TRACK CONTINUITY	48
K399	PERFORM PASSIVE TRACKING	48
F181	ACCEPT SIMULATED TRACKS	47
K397	PERFORM CORRELATION CHECKS	45
F194	CONDUCT RADIO CHECKS WITH AIRBORNE EARLY WARNING CONTROL OR AIRBORNE WARNING AND CONTROL SYSTEMS (AWACS) ACFT	45
F243	PERFORM CONSOLE OR EQUIPMENT SHUTDOWN PROCEDURES	44
E162	INVENTORY CLASSIFIED MATERIALS	43
F262	SWITCH CONSOLE FUNCTION MODES	43
F256	REPORT SIGNIFICANT EVENTS	43
K377	COORDINATE ACCEPTANCE AND HANDOVER ACTIONS FOR AUTOMATIC OR MANUAL LATERAL TELLS	41
F188	BRIEF RELIEVING CREWS ON CHANGES IN POLICIES, PROCEDURES, OR OPERATIONAL STATUS	41
F224	IMPLEMENT STANDARDIZED PROCEDURES FOR EMERGENCIES, UNKNOWNS OR HIJACKS	41
E175	RECEIVE CLASSIFIED INFORMATION	39
F238	OPERATE REMOTE ACCESS TERMINALS	39
K379	DETECT TARGETS AND INITIATE ON PRESENT POSITION OF DATA	33
F241	PERFORM COMPUTER-ASSISTED START-TELL OR CEASE-TELL ACTIONS	32

TABLE 9

REPRESENTATIVE TASKS PERFORMED BY
DAFSC 1C531C PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=98)
F248	PERFORM RADIO OR TELEPHONE (RT) PROCEDURES	68
F242	PERFORM CONSOLE OR EQUIPMENT SETUP OR ADJUSTMENT PROCEDURES	50
F265	UPDATE TRACKS	45
F191	COMPLETE EQUIPMENT PERFORMANCE CHECKS	42
F259	RESPOND TO ALERTS OR WARNINGS, SUCH AS DEFENSE CONDITIONS (DEFCONs) OR WEATHER ALERTS	42
F243	PERFORM CONSOLE OR EQUIPMENT SHUTDOWN PROCEDURES	41
F219	EXPAND, CONTRACT, OR OFFSET RADAR VIDEO DISPLAYS	39
F189	CHANGE RADIO FREQUENCIES ON COMMUNICATIONS PANELS	38
F195	CONDUCT SHIFT CHANGE POSITIONAL BRIEFINGS	38
F181	ACCEPT SIMULATED TRACKS	36
F258	REQUEST WEATHER INFORMATION	36
K404	PLOT TRACKS USING AZIMUTH AND RANGE COORDINATES	34
F226	INTERPRET RADAR RETURNS OR DISPLAYS	34
M451	PERFORM CONVOY DUTIES	32
F255	REPORT EQUIPMENT MALFUNCTIONS OR SUBSTANDARD PERFORMANCE TO APPROPRIATE AGENCIES	32
F262	SWITCH CONSOLE FUNCTION MODES	31
F180	ACCEPT ASSIGNED TRACKS	31
F264	UPDATE CONSOLE DISPLAYS	29
K405	PLOT TRACKS USING GEOGRAPHICAL REFERENCE (GEOREF) COORDINATES	29
J357	IDENTIFY AIRCRAFT USING IFF/SIF PROCEDURES	29
K402	PERFORM TELLING AND RECORDING PROCEDURES	29
F185	ANALYZE MISSION INFORMATION ON SCHEDULES, STATUS BOARDS, OR DISPLAYS	28
M450	PACK OR UNPACK VERTICAL DISPLAY BOARDS	28
F229	MAINTAIN WEATHER, TACTICAL, OR OPERATIONAL STATUS DISPLAYS	28
M444	LOAD OR OFFLOAD VEHICLES	27
E170	MAINTAIN POSITIONAL LOGBOOKS	26
M452	PERFORM OPERATOR PREVENTATIVE MAINTENANCE ON MOBILE EQUIPMENT	25
M448	PACK OR UNPACK SHELTERS	25
K381	DETERMINE FLIGHT SIZES	24
F182	ANALYZE AND POST FRAG ORDERS	18

TABLE 10

TASKS WHICH BEST DIFFERENTIATE BETWEEN 1C531B AND 1C531C PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		1C531B (N=75)	1C531C (N=98)	DIFF
K398	PERFORM DROP OR EXTRAPOLATION ACTIONS	64	17	47
K397	PERFORM CORRELATION CHECKS	45	5	40
K399	PERFORM PASSIVE TRACKING	48	8	40
F238	OPERATE REMOTE ACCESS TERMINALS	39	2	37
K377	COORDINATE ACCEPTANCE AND HANDOVER ACTIONS FOR AUTOMATIC OR MANUAL LATERAL TELLS	41	7	37
F246	PERFORM LOST TRACK ACTIONS	53	19	34
E162	INVENTORY CLASSIFIED MATERIALS	43	13	30
M451	PERFORM CONVOY DUTIES	4	32	-28
M450	PACK OR UNPACK VERTICAL DISPLAY BOARDS	3	29	-26
K404	PLOT TRACKS USING AZIMUTH AND RANGE COORDINATES	11	34	-23
M448	PACK OR UNPACK SHELTERS	3	25	-22
M452	PERFORM OPERATOR PREVENTATIVE MAINTENANCE ON MOBILE EQUIPMENT	4	25	-21
M444	LOAD OR OFFLOAD VEHICLES	7	27	-20

TABLE 11

REPRESENTATIVE TASKS PERFORMED BY
DAFSC 1C551 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=742)
F248	PERFORM RADIO OR TELEPHONE (RT) PROCEDURES	71
F195	CONDUCT SHIFT CHANGE POSITIONAL BRIEFINGS	65
F242	PERFORM CONSOLE OR EQUIPMENT SETUP OR ADJUSTMENT PROCEDURES	59
F219	EXPAND, CONTRACT, OR OFFSET RADAR VIDEO DISPLAYS	56
F259	RESPOND TO ALERTS OR WARNINGS, SUCH AS DEFENSE CONDITIONS (DEFCONs) OR WEATHER ALERTS	56
F188	BRIEF RELIEVING CREWS ON CHANGES IN POLICIES, PROCEDURES, OR OPERATIONAL STATUS	50
F226	INTERPRET RADAR RETURNS OR DISPLAYS	49
F191	COMPLETE EQUIPMENT PERFORMANCE CHECKS	48
F240	PERFORM AUTHENTICATION PROCEDURES	48
F265	UPDATE TRACKS	47
E162	INVENTORY CLASSIFIED MATERIALS	47
F243	PERFORM CONSOLE OR EQUIPMENT SHUTDOWN PROCEDURES	47
F189	CHANGE RADIO FREQUENCIES ON COMMUNICATIONS PANELS	45
E175	RECEIVE CLASSIFIED INFORMATION	44
E154	DESTROY CLASSIFIED MATERIALS	44
F258	REQUEST WEATHER INFORMATION	43
F255	REPORT EQUIPMENT MALFUNCTIONS OR SUBSTANDARD PERFORMANCE TO APPROPRIATE AGENCIES	42
F262	SWITCH CONSOLE FUNCTION MODES	42
F180	ACCEPT ASSIGNED TRACKS	40
F249	PERFORM SECURE COMMUNICATIONS PROCEDURES	40
F256	REPORT SIGNIFICANT EVENTS	39
F221	IDENTIFY COMPUTER MALFUNCTIONS	39
J357	IDENTIFY AIRCRAFT USING IFF/SIF PROCEDURES	38
E170	MAINTAIN POSITIONAL LOGBOOKS	38
F264	UPDATE CONSOLE DISPLAYS	38
C87	EVALUATE SUBORDINATES' COMPLIANCE WITH WORK OR MILITARY STANDARDS	36
F181	ACCEPT SIMULATED TRACKS	36
D120	COUNSEL TRAINEES ON TRAINING PROGRESS	35
C102	WRITE EPRs	33
K398	PERFORM DROP OR EXTRAPOLATION ACTIONS	32
B59	SUPERVISE AEROSPACE CONTROL AND WARNING SYSTEMS OPERATORS (AFSC 27650)	30

DAFSC 1C571. As shown by figures in Table 7, 7-skill level airmen still spend a good part of their duty time performing general operations functions, but do more administrative and supervisory functions than either 3- or 5-skill level members. Figures in Table 6 show more senior personnel perform jobs in the Battle Management and Supervisory clusters. Their emphasis on supervisory tasks as shown by representative tasks listed in Table 12, and by tasks which best distinguish between 5- and 7-skill level personnel, shown in Table 13. These figures suggest 7-skill level members perform nearly all the tasks 5-skill level members do, but have additional supervisory responsibilities reflected by percentages of members performing the tasks listed in the bottom half of the table. Thus, 7-skill level members are first-line supervisors of the career ladder.

DAFSC 1C591/00. As with other career ladders, senior AFSC 1C5X1 personnel are the managers of the career ladder. As shown by data in Table 6, most of these senior airmen perform jobs in the Supervisory cluster and the Standardization and Evaluation job. The management aspect of the work performed is shown by representative tasks performed listed in Table 14. Most of the tasks listed deal with manpower and budgets. Tasks which best distinguish between 7-skill level and the most senior personnel are listed in Table 15. Clearly, 7-skill level personnel have more technical involvement, while 9-skill level and CEM code personnel are managers.

Summary

AFSC 1C5X1 personnel demonstrate the current typical career ladder progression. Three- and 5-skill level members perform very nearly the same technical work, 7-skill level members have additional supervisory responsibilities, and 9-skill level and CEM code members are the managers of the career ladder.

AFR 39-1 SPECIALTY DESCRIPTION ANALYSIS

When AFR 39-1 is published as AFM 36-2108, the Specialty Descriptions for the Aerospace Control and Warning Systems Operator career ladder should reflect the addition of the Enlisted Weapons Director functions and the elimination of references to Electronic Countermeasure (ECM) tasks. Because AFM 36-2108 has not been published yet, survey data were compared to the Specialty Descriptions in Section B of the CFETP finalized at the October 1993 U&TW. These descriptions accurately portray the work now being done by members of the career ladder, including Enlisted Weapons Director tasks and the structure of the career ladder following the Year Of Training guidelines.

TABLE 12

REPRESENTATIVE TASKS PERFORMED BY
DAFSC 1C571 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=430)
B35	COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED MATTERS	62
F259	RESPOND TO ALERTS OR WARNINGS, SUCH AS DEFENSE CONDITIONS (DEFCONs) OR WEATHER ALERTS	62
C87	EVALUATE SUBORDINATES' COMPLIANCE WITH WORK OR MILITARY STANDARDS	60
B59	SUPERVISE AEROSPACE CONTROL AND WARNING SYSTEMS OPERATORS (AFSC 27650)	59
C102	WRITE EPRs	58
F195	CONDUCT SHIFT CHANGE POSITIONAL BRIEFINGS	58
F248	PERFORM RADIO OR TELEPHONE (RT) PROCEDURES	58
E175	RECEIVE CLASSIFIED INFORMATION	55
E154	DESTROY CLASSIFIED MATERIALS	55
A1	ASSIGN PERSONNEL TO WORK AREAS OR DUTY POSITIONS	54
E162	INVENTORY CLASSIFIED MATERIALS	53
F242	PERFORM CONSOLE OR EQUIPMENT SETUP OR ADJUSTMENT PROCEDURES	53
A25	PLAN OR SCHEDULE WORK ASSIGNMENTS	52
F188	BRIEF RELIEVING CREWS ON CHANGES IN POLICIES, PROCEDURES, OR OPERATIONAL STATUS	52
F219	EXPAND, CONTRACT, OR OFFSET RADAR VIDEO DISPLAYS	51
F240	PERFORM AUTHENTICATION PROCEDURES	51
B32	COMPILE DATA OR INFORMATION FOR REPORTS OR MEETINGS	50
A15	ESTABLISH WORK PRIORITIES	50
F226	INTERPRET RADAR RETURNS OR DISPLAYS	50
A12	ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	48
C104	WRITE OR REVIEW RECOMMENDATIONS FOR AWARDS OR DECORATIONS	48
A17	PLAN BRIEFINGS	46
E178	WRITE ROUTINE REPORTS, CORRESPONDENCE, OR MEMORANDUMS	45
E170	MAINTAIN POSITIONAL LOGBOOKS	44
A29	SCHEDULE PERSONNEL FOR TEMPORARY DUTIES (TDY), LEAVES, OR PASSES	43
A4	DEVELOP ADMINISTRATIVE STATUS BOARDS, CHARTS, OR GRAPHS	42
B33	CONDUCT MEETINGS, SYMPOSIUMS, CONFERENCES, BRIEFINGS, OR WORKSHOPS	39
A11	ESTABLISH ORGANIZATIONAL POLICIES, OPERATING INSTRUCTIONS (OIs), OR STANDARD OPERATING PROCEDURES (SOPs)	38
E155	DEVELOP CHECKLISTS	37

TABLE 13

TASKS WHICH BEST DIFFERENTIATE BETWEEN 1C551 AND 1C571 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		1C551 (N=742)	1C571 (N=430)	DIFF
F180	ACCEPT ASSIGNED TRACKS	40	19	21
F181	ACCEPT SIMULATED TRACKS	36	16	20
F265	UPDATE TRACKS	47	28	19
C104	WRITE OR REVIEW RECOMMENDATIONS FOR AWARDS OR DECORATIONS	15	48	-33
A29	SCHEDULE PERSONNEL FOR TEMPORARY DUTIES (TDY), LEAVES, OR PASSES	10	43	-33
B35	COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED MATTERS	30	62	-32
A15	ESTABLISH WORK PRIORITIES	19	50	-31
B59	SUPERVISE AEROSPACE CONTROL AND WARNING SYSTEMS OPERATORS (AFSC 27650)	30	59	-29
E178	WRITE ROUTINE REPORTS, CORRESPONDENCE, OR MEMORANDUMS	18	45	-27

TABLE 14

REPRESENTATIVE TASKS PERFORMED BY
DAFSC 1C591/00 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=61)
E178	WRITE ROUTINE REPORTS, CORRESPONDENCE, OR MEMORANDUMS	80
B35	COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED MATTERS	79
C74	EDIT OR REVIEW CORRESPONDENCE OR REPORTS	77
C104	WRITE OR REVIEW RECOMMENDATIONS FOR AWARDS OR DECORATIONS	77
B33	CONDUCT MEETINGS, SYMPOSIUMS, CONFERENCES, BRIEFINGS, OR WORKSHOPS	77
A1	ASSIGN PERSONNEL TO WORK AREAS OR DUTY POSITIONS	75
C87	EVALUATE SUBORDINATES' COMPLIANCE WITH WORK OR MILITARY STANDARDS	74
B32	COMPILE DATA OR INFORMATION FOR REPORTS OR MEETINGS	72
A12	ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	72
B31	WRITE JOB OR POSITION DESCRIPTIONS	72
A11	ESTABLISH ORGANIZATIONAL POLICIES, OPERATING INSTRUCTIONS (OIs), OR STANDARD OPERATING PROCEDURES (SOPs)	70
A3	DETERMINE LOGISTICS REQUIREMENTS, SUCH AS EQUIPMENT, PERSONNEL, OR SPACE	69
B34	CONDUCT SUPERVISORY ORIENTATIONS OF NEWLY ASSIGNED PERSONNEL	69
A17	PLAN BRIEFINGS	65
A15	ESTABLISH WORK PRIORITIES	65
B57	INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	61
C102	WRITE EPRs	61
A29	SCHEDULE PERSONNEL FOR TEMPORARY DUTIES (TDY), LEAVES, OR PASSES	61
A25	PLAN OR SCHEDULE WORK ASSIGNMENTS	61
E179	WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS, OTHER THAN TRAINING REPORTS	56
C77	EVALUATE JOB OR POSITION DESCRIPTIONS	56
E175	RECEIVE CLASSIFIED INFORMATION	54
A14	ESTABLISH WORK METHODS OR CONTROLS	52
B63	SUPERVISE MILITARY PERSONNEL WITH AFSCs OTHER THAN 276X0	47
B60	SUPERVISE AEROSPACE CONTROL AND WARNING SYSTEMS TECHNICIANS (AFSC 27670)	47
A4	DEVELOP ADMINISTRATIVE STATUS BOARDS, CHARTS, OR GRAPHS	47
A2	DETERMINE BUDGET REQUIREMENTS	47
A8	DEVELOP ORGANIZATIONAL OR FUNCTIONAL CHARTS	44
A20	PLAN LAYOUTS OF FACILITIES	44

TABLE 15

TASKS WHICH BEST DIFFERENTIATE BETWEEN 1C571 AND 1C591/00 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		1C571 (N=430)	1C591/00 (N=61)	DIFF
F219	EXPAND, CONTRACT, OR OFFSET RADAR VIDEO DISPLAYS	51	13	38
F242	PERFORM CONSOLE OR EQUIPMENT SETUP OR ADJUSTMENT PROCEDURES	53	16	37
F226	INTERPRET RADAR RETURNS OR DISPLAYS	50	15	35
F191	COMPLETE EQUIPMENT PERFORMANCE CHECKS	47	13	34
F197	CONFIGURE CONSOLE DISPLAYS TO DEPICT OPERATIONAL INFORMATION, SUCH AS COASTLINES, AIR BASES, OR TRAINING AREAS	43	11	32
F255	REPORT EQUIPMENT MALFUNCTIONS OR SUBSTANDARD PERFORMANCE TO APPROPRIATE AGENCIES	45	15	30
A3	DETERMINE LOGISTICS REQUIREMENTS, SUCH AS EQUIPMENT, PERSONNEL, OR SPACE	26	69	-43
C74	EDIT OR REVIEW CORRESPONDENCE OR REPORTS	35	77	-42
B33	CONDUCT MEETINGS, SYMPOSIUMS, CONFERENCES, BRIEFINGS, OR WORKSHOPS	39	77	-38
A31	WRITE JOB OR POSITION DESCRIPTIONS	34	72	-38
E179	WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS, OTHER THAN TRAINING REPORTS	18	56	-38
C77	EVALUATE JOB OR POSITION DESCRIPTIONS	18	56	-38

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TRAINING ANALYSIS

Occupational survey data are one of several sources of information functional managers and technical training centers can use to develop the CFETP, the STS, and plans of instruction for the career ladder. The most useful data under the new training initiatives will be percent first-enlistment personnel performing tasks, with accompanying TE, TD, and Automated Training Indicators (ATI), and technical tasks 3-, 5-, and 7-skill level members perform.

The new training directives will require 3-skill level members to spend at least a year in OJT and be in paygrade E-4 before they can earn the 5-skill level or attend the Enlisted Weapons Director course. This will effectively slow the upgrade process and increase the numbers of 3-skill level members in the career ladder. The majority of AFSC 1C5X1 personnel will probably perform general operations functions associated with the Tracking and Search Scope jobs and other jobs related to surveillance activities.

Under the Quality Training initiative, more senior airmen will have to have 18 months time in grade as E-6 before they can attend the mandatory 7-skill level awarding course. The new course should prepare them to be craftsman level technicians, performing more advanced technical tasks rather than supervisory tasks. This will be a change from what DAFSC 1C571 personnel do now.

First-Enlistment AFSC 1C5X1 Personnel

Two hundred eighty-nine respondents indicated they were in their first enlistment. They perform a variety of jobs in the career ladder: Ninety-seven perform the Weapons Director job, 40 perform the Tracking job, 31 the Search Scope job, 20 the Interface Control job, 14 the Identification job, and smaller numbers perform most other jobs (see Figure 2). The supervisory and administrative jobs are performed by more AFSC 1C5X1 personnel with more time in the service. The technical nature of the first-enlistment jobs is shown by time spent on duties, listed in Table 16, and representative tasks performed, listed in Table 17. Entry-level training should, therefore, focus on tasks related to the technical jobs performed.

TE and TD Data

TE and TD data are secondary factors that can assist training personnel focus on what tasks should be emphasized in entry-level training. These ratings, based on the judgment of senior Aerospace Control and Warning NCOs working in the field, were collected to provide training personnel with a rank-ordering of tasks considered important for formal training (TE), along with a measure of the difficulty of those tasks (TD). When combined with data on the percentages of first-enlistment personnel performing tasks, comparisons can then be made to determine if training adjustments are necessary. For example, tasks receiving high ratings on both task factors and performed by moderate to high percentages of members should be taught in resident training. On

JOBS PERFORMED BY FIRST-ENLISTMENT
AFSC 1C5X1 PERSONNEL

BATTLE
MGMT 1%
IDENT 5%

INTERFACE 7%

SEARCH
SCOPE 11%

TRACKING 14%

NOT
GROUPED 28%

WEAPONS
DIRECTOR 34%
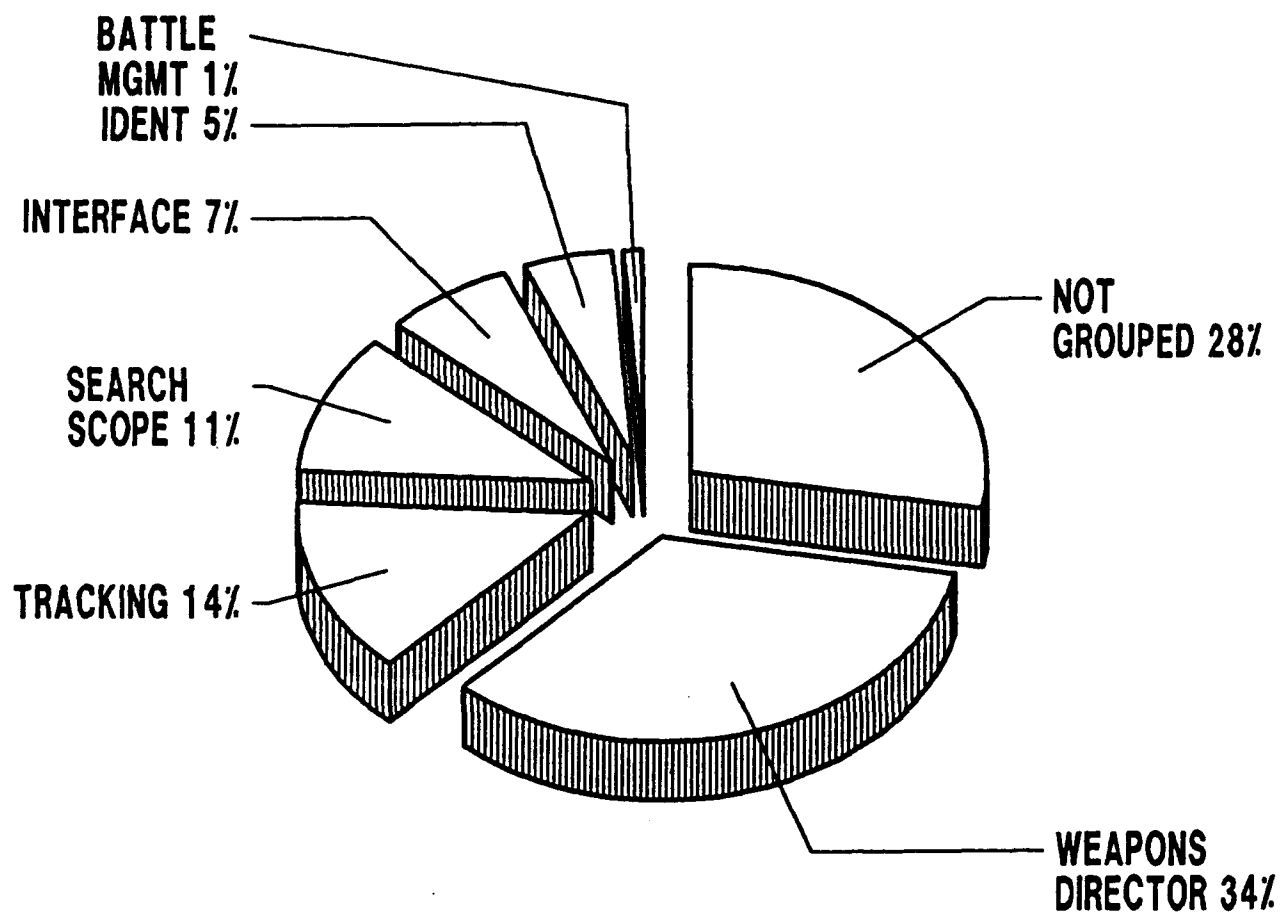
FIGURE 2

TABLE 16

RELATIVE PERCENT OF TIME SPENT ACROSS DUTIES
BY FIRST-ENLISTMENT AFSC 1C5X1 PERSONNEL

DUTIES		(N=289)
A	ORGANIZING AND PLANNING	2
B	DIRECTING AND IMPLEMENTING	1
C	INSPECTING AND EVALUATING	1
D	TRAINING	6
E	PERFORMING ADMINISTRATIVE FUNCTIONS	5
F	PERFORMING GENERAL OPERATIONS FUNCTIONS	41
G	PERFORMING COMMAND AND CONTROL FUNCTIONS	5
H	CONDUCTING DATA LINK ACTIONS	1
I	MAINTAINING DATA QUALITY	*
J	PERFORMING IDENTIFICATION ACTIONS	5
K	PERFORMING SURVEILLANCE FUNCTIONS	13
L	PERFORMING WEAPONS CONTROL TECHNICIAN FUNCTIONS	4
M	PERFORMING MOBILE OPERATIONS	7
N	PERFORMING RANGE CONTROL ACTIONS	2
O	EVALUATING RADAR SYSTEMS	*
P	PERFORMING WEAPONS CONTROL	4

* Denotes less than 1 percent

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TABLE 17

REPRESENTATIVE TASKS PERFORMED
BY AFSC 1C5X1 FIRST-ENLISTMENT PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=289)
F248	PERFORM RADIO OR TELEPHONE (RT) PROCEDURES	70
F242	PERFORM CONSOLE OR EQUIPMENT SETUP OR ADJUSTMENT PROCEDURES	52
F195	CONDUCT SHIFT CHANGE POSITIONAL BRIEFINGS	51
F219	EXPAND, CONTRACT, OR OFFSET RADAR VIDEO DISPLAYS	50
F265	UPDATE TRACKS	50
F259	RESPOND TO ALERTS OR WARNINGS, SUCH AS DEFENSE CONDITIONS (DEFCONs) OR WEATHER ALERTS	48
F243	PERFORM CONSOLE OR EQUIPMENT SHUTDOWN PROCEDURES	43
F181	ACCEPT SIMULATED TRACKS	41
F189	CHANGE RADIO FREQUENCIES ON COMMUNICATIONS PANELS	41
F226	INTERPRET RADAR RETURNS OR DISPLAYS	40
F180	ACCEPT ASSIGNED TRACKS	40
K398	PERFORM DROP OR EXTRAPOLATION ACTIONS	39
F188	BRIEF RELIEVING CREWS ON CHANGES IN POLICIES, PROCEDURES, OR OPERATIONAL STATUS	38
F262	SWITCH CONSOLE FUNCTION MODES	38
F246	PERFORM LOST TRACK ACTIONS	37
K390	MAINTAIN TRACK CONTINUITY	35
J357	IDENTIFY AIRCRAFT USING IFF/SIF PROCEDURES	35
F258	REQUEST WEATHER INFORMATION	35
F191	COMPLETE EQUIPMENT PERFORMANCE CHECKS	34
K379	DETECT TARGETS AND INITIATE ON PRESENT POSITION OF DATA	31
F218	EVALUATE TRACK DATA	31
F194	CONDUCT RADIO CHECKS WITH AIRBORNE EARLY WARNING CONTROL OR AIRBORNE WARNING AND CONTROL SYSTEMS (AWACS) ACFT	31
K402	PERFORM TELLING AND RECORDING PROCEDURES	30
F255	REPORT EQUIPMENT MALFUNCTIONS OR SUBSTANDARD PERFORMANCE TO APPROPRIATE AGENCIES	30
F256	REPORT SIGNIFICANT EVENTS	30
F249	PERFORM SECURE COMMUNICATIONS PROCEDURES	30
K397	PERFORM CORRELATION CHECKS	29
F224	IMPLEMENT STANDARDIZED PROCEDURES FOR EMERGENCIES, UNKNOWNS, OR HIJACKS	29
K381	DETERMINE FLIGHT SIZES	28
K399	PERFORM PASSIVE TRACKING	28
E162	INVENTORY CLASSIFIED MATERIALS	28
F264	UPDATE CONSOLE DISPLAYS	27
E170	MAINTAIN POSITIONAL LOGBOOKS	24
F185	ANALYZE MISSION INFORMATION ON SCHEDULES, STATUS BOARDS, OR DISPLAYS	24

the other hand, tasks with high TE and TD ratings, but performed by low percentages of respondents, may be more appropriate for OJT. Tasks with low TE and TD ratings probably ought to be omitted from OJT for first-enlistment personnel, but this decision must be weighed against percentages of personnel performing the tasks and criticality of the tasks.

To help training personnel focus on tasks which are most appropriate for entry-level training, an additional factor, the Automated Training Indicator (ATI), was assigned to each task in the inventory. A computer program considered percent first-enlistment members performing, TE and TD ratings, and the Course Training Decision Table found in Air Education and Training Command Regulation (AETCR) 52-22, Atch 1, to assign the value of each task corresponding to the 18 training decisions on the table. The decision table and explanation of ATIs precede the listing of tasks in descending order of ATI in the Training Extract. Training personnel should focus on tasks with an ATI of 18, which suggests these tasks should be in the entry-level course.

A sample of tasks having the highest enlisted TE ratings are listed in Table 18. Most are general operations tasks performed by fairly high percentages of first-job and first-enlistment AFSC 1C5X1 personnel. All but five are matched to STS entries. Officer TE ratings for these tasks are also listed, and most were high.

Tasks with the highest TD ratings are listed in Table 19. These deal with supervisory, administrative, and training activities and are performed by very few members of TAFMS and DAFSC groups. Most have low enlisted and officer TE ratings, and only five are matched to STS line entries.

Training Documents

In July 1993, training personnel from the 335 TTS matched tasks in the JI to appropriate sections of the STS. A listing of the STS was then produced, showing each STS paragraph and subparagraph, tasks matched, percent criterion group members performing, TE and TD ratings, and ATI. This listing is included in the Training Extract sent to the school for review. Criteria set forth in ATCR 52-22 Attachment 1, were use to review the relevance of each STS paragraph and subparagraph with matched tasks.

Any STS paragraph or subparagraph with matched tasks performed by 20 percent or more of first-job (1-24 months TAFMS), first-enlistment (1-48 months TAFMS), 5-, or 7-skill level members is considered to be supported and should be retained in the STS.

AFSC 1C5X1 STS. A tentative STS was revised and finalized at the October 1993 U&TW. Most parts were the same as in the August 1992 document; however, three new topics were added. They are theater control; mission planning; and operating CTAPS, JSS, and MCE equipment. Paragraph 10 - Basic Concepts - was deleted.

TABLE 18

TASKS WITH HIGHEST TRAINING EMPHASIS RATINGS

TASKS		ENL TE	PERCENT MEMBERS PERFORMING		TSK DIF	OFF TE
			1ST JOB	1ST ENL		
F226	INTERPRET RADAR RETURNS OR DISPLAYS	6.53	40	40	4.19	5.84
F248	PERFORM RADIO OR TELEPHONE (RT) PROCEDURES	6.26	74	70	3.34	5.75
F242	PERFORM CONSOLE OR EQUIPMENT SETUP OR ADJUSTMENT PROCEDURES	6.14	52	52	3.20	5.38
F243	PERFORM CONSOLE OR EQUIPMENT SHUTDOWN PROCEDURES	6.02	41	43	3.13	4.22
F180	ACCEPT ASSIGNED TRACKS	5.76	40	40	2.55	3.59
F181	ACCEPT SIMULATED TRACKS	5.67	44	42	2.59	3.00
F265	UPDATE TRACKS	5.55	51	51	2.58	4.03
F219	EXPAND, CONTRACT, OR OFFSET RADAR VIDEO DISPLAYS	5.38	53	50	2.62	4.47
F259	RESPOND TO ALERTS OR WARNINGS, SUCH AS DEFENSE CONDITIONS (DEFCONs) OR WEATHER ALERTS	5.14	46	48	4.47	3.97
F240	PERFORM AUTHENTICATION PROCEDURES	5.08	30	35	4.08	4.47
F191	COMPLETE EQUIPMENT PERFORMANCE CHECKS	5.02	32	34	3.75	3.00
F264	UPDATE CONSOLE DISPLAYS	4.98	28	27	3.05	3.59
F251	RECOGNIZE AND REPORT MIJI OR ELECTRONIC COUNTERMEASURES (ECM)	4.95	21	23	4.93	3.66
F249	PERFORM SECURE COMMUNICATIONS PROCEDURES	4.94	25	30	3.91	3.50
F197	CONFIGURE CONSOLE DISPLAYS TO DEPICT OPERATIONAL INFORMATION, SUCH AS COASTLINES, AIR BASES, OR TRAINING AREAS	4.82	21	20	3.07	3.31
F233	MONITOR OR EVALUATE INFORMATION DISPLAYED ON STATUS BOARDS	4.68	20	21	3.79	2.72

TE Mean = 1.41 S.D. = 1.23 High TE = 2.64
TD Mean = 5.00 S.D. = 1.00

TABLE 18 (CONTINUED)

TASKS WITH HIGHEST TRAINING EMPHASIS RATINGS

TASKS		ENL TE	PERCENT MEMBERS PERFORMING				
			1ST JOB	1ST ENL	TSK DIF	OFF TE
E170	MAINTAIN POSITIONAL LOGBOOKS	4.59	26	25	3.52	1.34
F246	PERFORM LOST TRACK ACTIONS	4.48	40	37	2.92	.91
F255	REPORT EQUIPMENT MALFUNCTIONS OR SUBSTANDARD PERFORMANCE TO APPROPRIATE AGENCIES	4.48	31	30	3.95	2.94
J357	IDENTIFY AIRCRAFT USING IFF/SIF PROCEDURES	4.38	30	35	4.04	4.75
I331	ANALYZE OR IDENTIFY JAMMING OR INTERFERENCE	4.38	23	27	5.45	3.34
K379	DETECT TARGETS AND INITIATE ON PRESENT POSITION OF DATA	4.36	27	31	3.28	2.34
F262	SWITCH CONSOLE FUNCTION MODES	4.33	34	38	2.71	3.53
F256	REPORT SIGNIFICANT EVENTS	4.33	30	30	4.11	2.97
F195	CONDUCT SHIFT CHANGE POSITIONAL BRIEFINGS	4.26	47	51	3.11	2.09
E154	DESTROY CLASSIFIED MATERIALS	4.21	24	28	3.42	1.38
F218	EVALUATE TRACK DATA	4.21	30	31	3.97	4.75
F241	PERFORM COMPUTER-ASSISTED START-TELL OR CEASE-TELL ACTIONS	4.18	27	24	3.51	1.00
K390	MAINTAIN TRACK CONTINUITY	4.06	37	35	4.00	2.06
E153	DECODE OR ENCODE MESSAGES	4.02	14	16	4.40	1.78
F224	IMPLEMENT STANDARDIZED PROCEDURES FOR EMERGENCIES, UNKNOWNS, OR HIJACKS	4.00	29	29	4.81	4.62
F254	REPORT AUTHENTICATION COMPROMISES	3.95	7	10	4.12	2.59

TE Mean = 1.41 S.D. = 1.23 High TE = 2.64
TD Mean = 5.00 S.D. = 1.00

TABLE 19

TASKS WITH HIGHEST TASK DIFFICULTY RATINGS

TASKS		TSK DIF	PERCENT MEMBERS PERFORMING				ENL TE	OFF TE
			1ST JOB	1ST ENL	5- LVL	7- LVL		
A6	DEVELOP MOBILITY PLANS	7.65	1	1	1	7	.23	.81
A23	PLAN MODULAR CONTROL EQUIPMENT (MCE) COMMUNICATIONS SYSTEMS NETWORKS	7.33	1	1	1	2	.44	1.72
C68	CONDUCT OPERATIONAL ANALYSES OF COMPUTER PROGRAMS	7.31	1	1	2	7	.18	.12
G269	COLLECT OR ANALYZE DATA FOR ESTABLISHING ORDER OF AIR BATTLES	7.30	1	1	1	1	.27	.72
D125	DEVELOP COURSE CURRICULUM, PLANS OF INSTRUCTION, OR SPECIALTY TRAINING STANDARDS (STSs)	7.26	0	0	3	6	.58	.81
A21	PLAN LIVE OR SIMULATED EXERCISES OR SCENARIOS	7.14	5	9	19	33	.59	2.91
A22	PLAN MOBILITY CONFIGURATIONS	7.10	1	1	1	4	.26	1.22
C76	EVALUATE BUDGET REQUIREMENTS	7.09	1	1	1	9	.23	.25
B44	DIRECT OVER-THE-HORIZON BACKSCATTER (OTH-B) OPERATIONS	7.08	1	1	1	2	.42	.50
D124	DEVELOP CAREER DEVELOPMENT COURSE (CDC) MATERIALS	7.07	0	0	1	1	.42	.47
O506	DEVELOP TEST PLANS FOR NEW RADAR SYSTEMS	7.05	0	0	0	2	.09	.16
D128	DEVELOP SIMULATED EXERCISE SCRIPTS OR SCENARIOS	7.03	3	4	11	16	.95	1.00
A13	ESTABLISH RADAR NETWORKS FOR OPERATIONAL EMPLOYMENT	7.03	1	1	1	5	.24	.66
E156	DEVELOP TECHNICAL DATA PUBLICATIONS	6.99	1	0	1	3	.27	.00
D121	DESIGN TRAINING SIMULATION TAPES	6.97	1	2	4	7	.70	1.22
A11	ESTABLISH ORGANIZATIONAL POLICIES, OPERATING INSTRUCTIONS (OIs), OR STANDARD OPERATING PROCEDURES (SOPs)	6.96	3	5	13	38	.44	.56
D127	DEVELOP PROFICIENCY TRAINING PROGRAMS OR EXERCISES	6.97	3	3	6	10	.68	.22

TD Mean = 5.00 S.D. = 1.00
TE Mean = 1.71 S.D. = 1.27

TABLE 19 (CONTINUED)

TASKS WITH HIGHEST TASK DIFFICULTY RATINGS

TASKS		TSK DIF	1ST JOB	1ST ENL	5-LVL	7-LVL	ENL TE	OFF TE
			PERCENT MEMBERS PERFORMING					
A19	PLAN EQUIPMENT REPLACEMENT PROGRAMS	6.95	1	1	1	7	.11	.44
B50	IMPLEMENT OPERATIONAL EXERCISES	6.91	2	2	4	12	.41	1.59
A20	PLAN LAYOUTS OF FACILITIES	6.90	2	2	2	8	.09	.59
C104	WRITE OR REVIEW RECOMMENDATIONS FOR AWARDS OR DECORATIONS	6.90	1	0	15	48	1.23	2.47
L420	COMPUTE AIR MASS PROBLEMS	6.86	1	1	1	2	.83	1.75
B64	SUPERVISE CIVILIAN PERSONNEL	6.86	1	1	1	1	.48	.12
A2	DETERMINE BUDGET REQUIREMENTS	6.85	1	1	2	14	.14	.28
C101	WRITE CIVILIAN PERFORMANCE RATINGS OR SUPERVISORY APPRAISALS	6.85	0	0	1	1	.23	.38
C103	WRITE OFFICER PERFORMANCE REPORTS (OPRs)	6.84	0	0	1	0	.15	2.25
C96	PERFORM OPERATIONAL READINESS EVALUATIONS	6.76	3	3	5	7	.67	.34
C99	VALIDATE MANUFACTURER'S TECHNICAL DATA	6.75	1	0	1	4	.29	.00
B47	DIRECT TRAINING SECTIONS OR PROGRAMS	6.75	3	3	8	18	.44	.66
G268	BUILD AIR TASKING ORDERS	6.74	0	1	2	3	.30	1.00
C90	INDORSE CIVILIAN PERFORMANCE RATINGS OR SUPERVISORY APPRAISALS	6.70	1	1	0	1	.32	.16
P539	DETERMINE GEOMETRIES	6.69	0	1	4	3	.39	5.84
D126	DEVELOP JOB QUALIFICATION STANDARDS (JQSs)	6.68	3	2	4	6	.62	.00
O507	ESTABLISH RADAR EVALUATION OR QC PROGRAMS, SUCH AS PREPs	6.68	0	0	0	1	.11	.16

TD Mean = 5.00   S.D. = 1.00
TE Mean = 1.71   S.D. = 1.27

The August 1992 STS was reviewed using survey data. Four paragraphs were unsupported by survey data: 8a(1-3) - Mechanical, Electronic, Communication counter measures, and ECM threat. While these elements were retained in the revised STS, it is understood that AFSC 1C5X1 personnel are more involved with ECCM than ECM activities. Since the new STS contains so much of the previous STS that is supported, the new one can be considered to be well supported by survey data. Only three technical tasks performed by more than 20 percent of criterion group members were not matched to the STS. Two involve briefings, and one deals with reporting equipment malfunctions. These tasks are commonly performed functions of the career ladder that do not need to be included in the STS.

Summary

The tentative STS finalized at the U&TW and the August 1992 STS were compared and reviewed using survey data. Most parts of the old STS are supported by survey data and appear in the new document. Several new topics were added at the U&TW, and one was deleted.

JOB SATISFACTION ANALYSIS

Respondents were asked to indicate how interested they were in their job, if they felt their talents and training were being used, if they were satisfied with their jobs, and what their reenlistment intentions were. Satisfaction indicators for TAFMS groups in the present study were compared to those reported by respondents in career ladders surveyed in 1992, to those reported in the last OSR, and across the 4 clusters and 11 jobs identified.

AFSC 1C5X1 job satisfaction data are somewhat lower for first- and second-enlistment AFSC 1C5X1 personnel than those reported by members of comparative AFSCs (see Table 20). Overall, fewer AFSC 1C5X1 personnel find their jobs interesting, fewer feel their talents and training are used, and fewer are satisfied with their work, but about the same percentage plan to reenlist.

Table 21 compares satisfaction indicators for TAFMS groups in the current study to those reported in the previous OSR. Overall indicators are somewhat higher for members of the current 1-48 and 49-96 months TAFMS groups, while indicators for the 97+ months group are only slightly higher.

Satisfaction indicators for members of the clusters and jobs identified in the study are presented in Table 22. Members with most jobs find their work interesting, feel their talents and training are used, are generally satisfied, and plan to reenlist. The two most notable exceptions are personnel with the Air Defense and Tracking jobs. A much lower percentage of personnel with the Air Defense job feel their talents and training are used and are satisfied with their job. Less than half the personnel with the Tracking job find their job interesting, feel their talents are

TABLE 20

COMPARISON OF JOB SATISFACTION INDICATORS FOR AFSC 1C5X1 TAFMS GROUPS IN CURRENT STUDY AND A COMPARATIVE SAMPLE*
(PERCENT MEMBERS RESPONDING)

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	1C5X1 (N=289)	COMP SAMPLE (N=295)	1C5X1 (N=380)	COMP SAMPLE (N=283)	1C5X1 (N=715)	COMP SAMPLE (N=604)
EXPRESSED JOB INTEREST:						
INTERESTING	53	69	62	70	66	74
SO-SO	22	14	17	14	18	15
DULL	25	17	21	16	16	11
PERCEIVED USE OF TALENTS:						
FAIRLY WELL TO PERFECT	51	66	68	69	74	77
LITTLE OR NOT AT ALL	49	34	32	31	26	23
PERCEIVED USE OF TRAINING:						
FAIRLY WELL TO PERFECT	70	89	74	80	73	76
LITTLE OR NOT AT ALL	30	11	26	20	27	24
SENSE OF ACCOMPLISHMENT:						
SATISFIED	50	67	58	66	64	68
NEUTRAL	20	15	14	13	12	10
DISSATISFIED	30	18	28	21	24	22
REENLISTMENT INTENTIONS:						
WILL REENLIST	60	60	73	71	72	74
WILL NOT REENLIST	40	40	27	29	7	6
WILL RETIRE	0	0	0	0	21	20

* Comparative Sample from AFSCs 271X1, Airfield Management, and 277X0, Space Systems Operations surveyed in 1992

TABLE 21

COMPARISON OF JOB SATISFACTION INDICATORS FOR AFSC 463X0 TAFMS GROUPS OF CURRENT STUDY WITH PREVIOUS OSR
(PERCENT MEMBERS RESPONDING)

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	1993 (N=289)	1986 (N=566)	1993 (N=380)	1986 (N=370)	1993 (N=715)	1986 (N=973)
EXPRESSED JOB INTEREST:						
INTERESTING	53	39	62	52	66	59
SO-SO	22	25	17	21	18	19
DULL	25	36	21	27	16	22
PERCEIVED USE OF TALENTS:						
FAIRLY WELL TO PERFECT	51	46	68	56	74	63
LITTLE OR NOT AT ALL	49	54	32	44	26	37
PERCEIVED USE OF TRAINING:						
FAIRLY WELL TO PERFECT	70	70	74	65	73	64
LITTLE OR NOT AT ALL	30	30	26	35	27	36
SENSE OF ACCOMPLISHMENT:						
SATISFIED	50	44	58	47	64	53
NEUTRAL	20	18	14	15	12	10
DISSATISFIED	30	38	28	38	24	37
REENLISTMENT INTENTIONS:						
WILL REENLIST	60	56	73	63	72	69
WILL NOT REENLIST	40	44	27	34	7	12
WILL RETIRE	0	0	0	3	21	19

TABLE 22

COMPARISON OF JOB SATISFACTION INDICATORS FOR MEMBERS IN SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

	WEAPONS DIRECTOR	AIR DEFENSE	TRACKING	SEARCH SCOPE	ECCM	INTER-FACE CONTROL	IDENT	BATTLE MGMT
EXPRESSED JOB INTEREST:								
INTERESTING	74	56	45	63	67	64	53	60
SO-SO	17	4	25	17	33	18	30	17
DULL	9	40	30	20	10	18	17	23
PERCEIVED USE OF TALENTS:								
FAIRLY WELL TO PERFECT	78	44	49	70	78	86	58	64
LITTLE OR NOT AT ALL	22	56	51	30	22	14	42	36
PERCEIVED USE OF TRAINING:								
FAIRLY WELL TO PERFECT	88	32	77	87	67	86	87	66
LITTLE OR NOT AT ALL	12	68	23	13	33	14	13	34
SENSE OF ACCOMPLISHMENT:								
SATISFIED	68	36	46	52	45	64	60	52
NEUTRAL	9	16	21	20	22	20	16	20
DISSATISFIED	23	48	33	28	33	16	24	28
REENLISTMENT INTENTIONS:								
WILL REENLIST	81	72	56	73	78	76	76	60
WILL NOT REENLIST	15	20	44	27	11	22	16	14
WILL RETIRE	4	8	0	0	11	2	8	26

TABLE 22 (CONTINUED)

COMPARISON OF JOB SATISFACTION INDICATORS FOR MEMBERS IN SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

	AIR SURV	STAN EVAL	TRAINING	SUPVY	ACTION OFFICER	RADAR EVAL	RANGE CONTROL
EXPRESSED JOB INTEREST:							
INTERESTING	57	84	75	69	82	77	73
SO-SO	26	11	17	17	98	27	0
DULL	17	5	8	12	9	15	
PERCEIVED USE OF TALENTS:							
FAIRLY WELL TO PERFECT	69	89	75	80	82	85	73
LITTLE OR NOT AT ALL	31	11	25	20	18	15	27
PERCEIVED USE OF TRAINING:							
FAIRLY WELL TO PERFECT	85	81	83	72	64	77	27
LITTLE OR NOT AT ALL	15	19	17	28	36	23	73
SENSE OF ACCOMPLISHMENT:							
SATISFIED	59	81	75	70	64	77	82
NEUTRAL	13	3	8	10	90	0	
DISSATISFIED	28	16	17	20	27	23	18
REENLISTMENT INTENTIONS:							
WILL REENLIST	84	89	77	68	73	70	100
WILL NOT REENLIST	6	5	8	4	0	15	0
WILL RETIRE	10	16	25	28	27	15	0

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used, and are satisfied. Less than half the members with the ECCM job are satisfied. It is important to note the positive satisfaction indicators for the majority of the respondents, those who perform the Weapons Director jobs. Thus the largest percentage of members of the career ladder find their jobs interesting, feel their talents and training are used, are generally satisfied, and plan to reenlist.

Summary

Overall job satisfaction for this career ladder is lower than satisfaction of nine related AFSCs surveyed in 1992. Indicators are somewhat higher for respondents in the current study over those reported in 1985. Satisfaction indicators for the majority of members, who perform the Weapons Director job, are positive, while indicators for smaller numbers of respondents performing other jobs are noticeably lower.

CONCLUSIONS

Survey data show this is a rather diverse career ladder. Most enlisted and officer respondents perform Weapons Director jobs, with smaller numbers performing surveillance and support jobs. Members progress typically through the career ladder, with 3- and 5-skill level members performing technical tasks, 7-skill level members performing a mixture of technical and supervisory tasks, and the most senior personnel managing the career ladder. The newly finalized STS contains much of the 1992 version with three new topics added. Overall, satisfaction has increased somewhat since the last survey. Members of most jobs find their jobs interesting, feel their talents and training are used, and plan to reenlist.

APPENDIX A

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TABLE A1

WEAPONS DIRECTOR CLUSTER

TASKS ARE LISTED IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING:

	TASKS	PERCENT MEMBERS PERFORMING
L419	ASSIST IN CONDUCTING TACTICAL INTERCEPTS	93
L417	ASSIST IN CONDUCTING AIR REFUELING OPERATIONS	92
F248	PERFORM RADIO OR TELEPHONE (RT) PROCEDURES	87
F258	REQUEST WEATHER INFORMATION	84
L427	MONITOR FLYING SAFETY	83
L422	COORDINATE HANDOFFS WITH OTHER AGENCIES	81
L421	COORDINATE AIRCRAFT RECOVERIES WITH OTHER AGENCIES	81
F219	EXPAND, CONTRACT, OR OFFSET RADAR VIDEO DISPLAYS	80
F261	STUDY ENEMY TACTICS, FORMATIONS, OR AIRCRAFT AND EQUIPMENT CAPABILITIES	79
F242	PERFORM CONSOLE OR EQUIPMENT SETUP OR ADJUSTMENT PROCEDURES	78
L418	ASSIST IN CONDUCTING OFFENSIVE MISSIONS	77
L428	MONITOR OR UPDATE STATUS OF AIRCRAFT FUEL, ARMAMENT, OR RECOVERY BASE INFORMATION	76
L432	RELAY SEVERE WEATHER INFORMATION	75
F226	INTERPRET RADAR RETURNS OR DISPLAYS	74
P562	HANDOFF AIRCRAFT TO OTHER CONTROLLING AGENCIES	73
P522	ACCEPT CONTROL OF AIRCRAFT FROM OTHER CONTROL AGENCIES	72
F259	RESPOND TO ALERTS OR WARNINGS, SUCH AS DEFENSE CONDITIONS DEFCONs) OR WEATHER ALERTS	70
F253	REPORT AIRSPACE VIOLATIONS	69
F189	CHANGE RADIO FREQUENCIES ON COMMUNICATIONS PANELS	68
L431	RELAY AIRCRAFT STATUS	66
F243	PERFORM CONSOLE OR EQUIPMENT SHUTDOWN PROCEDURES	66
L429	PERFORM FLIGHT FOLLOWING	65
F240	PERFORM AUTHENTICATION PROCEDURES	65
F230	MONITOR AIR-TO-GROUND (AG) COMMUNICATIONS	64
F204	COORDINATE OR DIRECT AIRCRAFT RADIO FREQUENCY CHANGES WITH AIRCRAFT OR GROUND AGENCIES	64
P538	DETERMINE AIRCRAFT POSITIONS DURING DISSIMILAR OR AERIAL COMBAT TACTICS (DACT OR ACT) EXERCISES	62
L423	DETERMINE RELATIVE HEIGHTS BETWEEN TARGETS AND INTERCEPTORS	61
J357	IDENTIFY AIRCRAFT USING IFF/SIF PROCEDURES	60
F217	ESTABLISH RADIO CONTACT WITH AIRCREWS	60
F255	REPORT EQUIPMENT MALFUNCTIONS OR SUBSTANDARD PERFORMANCE TO APPROPRIATE AGENCIES	60
F265	UPDATE TRACKS	56
F264	UPDATE CONSOLE DISPLAYS	56

TABLE A2

OFFICER WEAPONS DIRECTOR JOB

TASKS ARE LISTED IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
P534	CONDUCT TACTICAL INTERCEPTS	99
F258	REQUEST WEATHER INFORMATION	98
L419	ASSIST IN CONDUCTING TACTICAL INTERCEPTS	96
F248	PERFORM RADIO OR TELEPHONE (RT) PROCEDURES	96
G276	COORDINATE ADJUSTMENTS TO FRAGGED OR SCHEDULED ACTIVITIES WITH FLYING UNITS OR GROUND CONTROL AGENCIES	96
L417	ASSIST IN CONDUCTING AIR REFUELING OPERATIONS	96
F261	STUDY ENEMY TACTICS, FORMATIONS, OR AIRCRAFT AND EQUIPMENT CAPABILITIES	96
P538	DETERMINE AIRCRAFT POSITIONS DURING DISSIMILAR OR AERIAL COMBAT TACTICS (DACT OR ACT) EXERCISES	95
P537	DECONFLICT AIRCRAFT WITH RESPECT TO ROUTES, ALTITUDES, OR HEADINGS	95
P562	HANDOFF AIRCRAFT TO OTHER CONTROLLING AGENCIES	95
P530	CONDUCT AIR REFUELING OPERATIONS	95
L432	RELAY SEVERE WEATHER INFORMATION	95
L427	MONITOR FLYING SAFETY	94
P522	ACCEPT CONTROL OF AIRCRAFT FROM OTHER CONTROL AGENCIES	94
P529	COMMIT FIGHTER AIRCRAFT TO TARGETS	94
P535	CONTROL AIRCRAFT AT STRATEGIC ORBIT POINTS (STOPs) OR COMBAT AIR PATROL (CAP) POINTS	94
F217	ESTABLISH RADIO CONTACT WITH AIRCREWS	93
F242	PERFORM CONSOLE OR EQUIPMENT SETUP OR ADJUSTMENT PROCEDURES	93
P533	CONDUCT OFFENSIVE OR DEFENSIVE MISSIONS	91
P575	TRANSMIT ACT OR DACT COMMANDS OR INFORMATION IN TACTICAL CONTROL ENVIRONMENTS	90
F219	EXPAND, CONTRACT, OR OFFSET RADAR VIDEO DISPLAYS	90
P583	TRANSMIT WEAPONS SAFE CHECKS TO AIRCRAFT	90
F263	TRANSMIT WEATHER INFORMATION TO AIRCRAFT	90
P581	TRANSMIT TARGET INFORMATION, SUCH AS BEARINGS, RANGES, ALTITUDES, OR NAVIGATIONAL REFERENCES	89
F226	INTERPRET RADAR RETURNS OR DISPLAYS	89
L433	RELAY TACTICAL ACTIONS	89
P584	VECTOR AIRCRAFT MANUALLY OR USING COMPUTER-GENERATED SOLUTIONS	88
L421	COORDINATE AIRCRAFT RECOVERIES WITH OTHER AGENCIES	88
P542	DIRECT AIRCRAFT FLOW TO ASSIGNED TARGETS, TANKERS, OR AIRSPACE	88
P573	REQUEST AIRCRAFT STATUS INFORMATION, SUCH AS FUEL OR FIRE CONTROL INFORMATION	88

TABLE A3

AIR DEFENSE JOB

TASKS ARE LISTED IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
F195	CONDUCT SHIFT CHANGE POSITIONAL BRIEFINGS	96
F259	RESPOND TO ALERTS OR WARNINGS. SUCH AS DEFENSE CONDITIONS (DEFCONs) OR WEATHER ALERTS	88
E154	DESTROY CLASSIFIED MATERIALS	84
E175	RECEIVE CLASSIFIED INFORMATION	84
E162	INVENTORY CLASSIFIED MATERIALS	84
F240	PERFORM AUTHENTICATION PROCEDURES	84
F188	BRIEF RELIEVING CREWS ON CHANGES IN POLICIES, PROCEDURES, OR OPERATIONAL STATUS	80
E153	DECODE OR ENCODE MESSAGES	76
F248	PERFORM RADIO OR TELEPHONE (RT) PROCEDURES	72
G306	PROCESS EMERGENCY ACTION MESSAGES (EAMs)	68
G321	TRACK COMMANDERS' AVAILABILITY	60
G274	COMPLETE SPECIAL OPERATIONS REPORTS, SUCH AS COUNTERDRUG OR UNKNOWN AIRCRAFT REPORTS	60
G305	PERFORM EA PROCEDURES	60
F249	PERFORM SECURE COMMUNICATIONS PROCEDURES	56
E170	MAINTAIN POSITIONAL LOGBOOKS	56
F256	REPORT SIGNIFICANT EVENTS	56
J366	REPORT UNKNOWN AIRCRAFT UPCHANNEL	52
F215	ESTABLISH CONFERENCE CALLS	52
F191	COMPLETE EQUIPMENT PERFORMANCE CHECKS	52
G267	BRIEF NORTH AMERICAN AIR DEFENSE (NORAD) OR TACTICAL AGENCIES ON AIR DEFENSE DATA	44
G307	RECEIVE OR RECORD INTELLIGENCE INFORMATION	44
F197	CONFIGURE CONSOLE DISPLAYS TO DEPICT OPERATIONAL INFORMATION, SUCH AS COASTLINES, AIR BASES, OR TRAINING AREAS	40
F201	COORDINATE COUNTERDRUG OPERATIONS WITH US CUSTOMS OR LAW ENFORCEMENT AGENCIES	40
G270	COMPILE AIR DEFENSE DATA FROM SECTOR OPERATIONS CONTROL CENTERS (SOCCs) FOR COMMAND AND CONTROL DECISIONS	36
B32	COMPILE DATA OR INFORMATION FOR REPORTS OR MEETINGS	36
F205	COORDINATE SCRAMBLE ACTIONS WITH OTHER AGENCIES	36
G300	MONITOR COMMAND POST OR SUPPORT CENTER DISPLAYS	32
G284	COORDINATE EMERGENCY ACTIONS WITH COMMAND AND CONTROL AGENCIES	32
G302	NOTIFY HIGHER ECHELONS OF OPERATIONAL CONDITIONS AFFECTING MISSION ACCOMPLISHMENT	32
G273	COMPLETE EMERGENCY ACTION (EA) SLIDES FOR BATTLE STAFF SECTIONS	32
F225	INSERT OPERATIONAL DATA INTO COMPUTERS	32

TABLE A4

TRACKING JOB

TASKS ARE LISTED IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
K398	PERFORM DROP OR EXTRAPOLATION ACTIONS	100
F248	PERFORM RADIO OR TELEPHONE (RT) PROCEDURES	93
F246	PERFORM LOST TRACK ACTIONS	88
F265	UPDATE TRACKS	86
F180	ACCEPT ASSIGNED TRACKS	86
F195	CONDUCT SHIFT CHANGE POSITIONAL BRIEFINGS	82
K399	PERFORM PASSIVE TRACKING	77
F219	EXPAND, CONTRACT, OR OFFSET RADAR VIDEO DISPLAYS	74
K397	PERFORM CORRELATION CHECKS	74
F181	ACCEPT SIMULATED TRACKS	74
F259	RESPOND TO ALERTS OR WARNINGS, SUCH AS DEFENSE CONDITIONS (DEFCONs) OR WEATHER ALERTS	68
F242	PERFORM CONSOLE OR EQUIPMENT SETUP OR ADJUSTMENT PROCEDURES	66
K390	MAINTAIN TRACK CONTINUITY	65
K379	DETECT TARGETS AND INITIATE ON PRESENT POSITION OF DATA	63
F194	CONDUCT RADIO CHECKS WITH AIRBORNE EARLY WARNING CONTROL OR AIRBORNE WARNING AND CONTROL SYSTEMS (AWACS) AIRCRAFT	63
F226	INTERPRET RADAR RETURNS OR DISPLAYS	54
K377	COORDINATE ACCEPTANCE AND HANDOVER ACTIONS FOR AUTOMATIC OR MANUAL LATERAL TELLS	54
K393	MONITOR FORWARD, LATERAL, OR BACKTELL OPERATIONS	53
F218	EVALUATE TRACK DATA	51
F262	SWITCH CONSOLE FUNCTION MODES	51
F256	REPORT SIGNIFICANT EVENTS	51
K402	PERFORM TELLING AND RECORDING PROCEDURES	47
F241	PERFORM COMPUTER-ASSISTED START-TELL OR CEASE-TELL ACTIONS	47
F188	BRIEF RELIEVING CREWS ON CHANGES IN POLICIES, PROCEDURES, OR OPERATIONAL STATUS	47
F264	UPDATE CONSOLE DISPLAYS	46
F224	IMPLEMENT STANDARDIZED PROCEDURES FOR EMERGENCIES, UNKNOWNS, OR HIJACKS	44
K381	DETERMINE FLIGHT SIZES	42
E162	INVENTORY CLASSIFIED MATERIALS	39

TABLE A5

SEARCH SCOPE OPERATOR JOB

TASKS ARE LISTED IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING:

		PERCENT MEMBERS
TASKS		PERFORMING
F265	UPDATE TRACKS	94
F242	PERFORM CONSOLE OR EQUIPMENT SETUP OR ADJUSTMENT PROCEDURES	92
F219	EXPAND, CONTRACT, OR OFFSET RADAR VIDEO DISPLAYS	87
F248	PERFORM RADIO OR TELEPHONE (RT) PROCEDURES	86
F226	INTERPRET RADAR RETURNS OR DISPLAYS	84
M450	PACK OR UNPACK VERTICAL DISPLAY BOARDS	84
K404	PLOT TRACKS USING AZIMUTH AND RANGE COORDINATES	83
F240	PERFORM AUTHENTICATION PROCEDURES	83
F257	REQUEST HEIGHT INFORMATION	81
K405	PLOT TRACKS USING GEOGRAPHICAL REFERENCE (GEOREF) COORDINATES	81
F243	PERFORM CONSOLE OR EQUIPMENT SHUTDOWN PROCEDURES	80
M451	PERFORM CONVOY DUTIES	80
F262	SWITCH CONSOLE FUNCTION MODES	78
F180	ACCEPT ASSIGNED TRACKS	78
F191	COMPLETE EQUIPMENT PERFORMANCE CHECKS	76
F264	UPDATE CONSOLE DISPLAYS	76
F181	ACCEPT SIMULATED TRACKS	76
F195	CONDUCT SHIFT CHANGE POSITIONAL BRIEFINGS	76
M437	DON OR DOFF CHEMICAL WARFARE ENSEMBLES	76
M441	ERECT OR DISMANTLE VERTICAL DISPLAY BOARDS	76
M448	PACK OR UNPACK SHELTERS	76
K402	PERFORM TELLING AND RECORDING PROCEDURES	75
F259	RESPOND TO ALERTS OR WARNINGS, SUCH AS DEFENSE CONDITIONS (DEFCONs) OR WEATHER ALERTS	75
K381	DETERMINE FLIGHT SIZES	73
K390	MAINTAIN TRACK CONTINUITY	72
M440	ERECT OR DISMANTLE SHELTERS	72
F229	MAINTAIN WEATHER, TACTICAL, OR OPERATIONAL STATUS DISPLAYS	70
M444	LOAD OR OFFLOAD VEHICLES	70
F246	PERFORM LOST TRACK ACTIONS	70

TABLE A6

ELECTRONIC COUNTER-COUNTER MEASURE JOB

TASKS ARE LISTED IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
F191	COMPLETE EQUIPMENT PERFORMANCE CHECKS	100
F226	INTERPRET RADAR RETURNS OR DISPLAYS	100
K392	MONITOR ECM ACTIVITIES	100
F195	CONDUCT SHIFT CHANGE POSITIONAL BRIEFINGS	100
F242	PERFORM CONSOLE OR EQUIPMENT SETUP OR ADJUSTMENT PROCEDURES	89
K376	COMPLETE HEIGHT ACCURACY CHECKS	89
K397	PERFORM CORRELATION CHECKS	89
I331	ANALYZE OR IDENTIFY JAMMING OR INTERFERENCE	89
F243	PERFORM CONSOLE OR EQUIPMENT SHUTDOWN PROCEDURES	89
F222	IMPLEMENT ELECTRONIC COUNTER-COUNTERMEASURES (ECCM) ACTIONS, SUCH AS SCOPE ADJUSTMENTS OR VOICE PROCEDURES	89
I351	OBTAIN HEIGHT CORRECTION FACTORS FROM WEATHER AGENCIES	89
F219	EXPAND, CONTRACT, OR OFFSET RADAR VIDEO DISPLAYS	89
I352	SELECT OR RECOMMEND ECCM FIXES	89
E155	DEVELOP CHECKLISTS	89
F251	RECOGNIZE AND REPORT MIJI OR ELECTRONIC COUNTERMEASURES (ECM)	89
E170	MAINTAIN POSITIONAL LOGBOOKS	78
F248	PERFORM RADIO OR TELEPHONE (RT) PROCEDURES	78
O509	INTERPRET EFFECTS OF WEATHER ON RADAR	78
M444	LOAD OR OFFLOAD VEHICLES	78
M451	PERFORM CONVOY DUTIES	78
M448	PACK OR UNPACK SHELTERS	78
I345	EVALUATE ECM DATA OR REPORTS	78
M437	DON OR DOFF CHEMICAL WARFARE ENSEMBLES	78
F225	INSERT OPERATIONAL DATA INTO COMPUTERS	67
O495	APPLY MATHEMATICAL FORMULAS TO DETERMINE RADAR PERFORMANCE OR CHARACTERISTICS	67
I346	EVALUATE QUALITY OF PROCESSED DATA AFTER APPLYING ECCM	67
F258	REQUEST WEATHER INFORMATION	67
E178	WRITE ROUTINE REPORTS, CORRESPONDENCE, OR MEMORANDUMS	67
F189	CHANGE RADIO FREQUENCIES ON COMMUNICATIONS PANELS	67
O503	DETERMINE STANDARD DEVIATIONS FROM ACCEPTABLE SEARCH, BEACON, AND HEIGHT TOLERANCES	67
M449	PACK OR UNPACK SUPPORT EQUIPMENT AND SUPPLIES	67
F231	MONITOR AND EVALUATE EQUIPMENT PERFORMANCE	56
O496	BLIP-SCAN RECORDINGS OF TRACK DATA	56
I333	CHANGE GATING AREAS OR STATUS	56
F228	MAINTAIN EQUIPMENT STATUS RECORDS	56

TABLE A7

INTERFACE CONTROL JOB

TASKS ARE LISTED IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
H327	MONITOR DATA LINK DISPLAYS	100
H325	ESTABLISH DATA LINKS	100
H326	IDENTIFY DATA LINK MALFUNCTIONS DURING DIGITAL DATA LINK INTERFACE OPERATIONS	98
H328	PERFORM DIGITAL INFORMATION LINK PROCEDURES	98
H330	RESOLVE DATA LINK CONFLICTS	96
F194	CONDUCT RADIO CHECKS WITH AIRBORNE EARLY WARNING CONTROL OR AIRBORNE WARNING AND CONTROL SYSTEMS (AWACS) AIRCRAFT	96
F248	PERFORM RADIO OR TELEPHONE (RT) PROCEDURES	92
H323	BUILD DATA LINK FILTERS	92
H324	ESTABLISH DATA LINK EQUIPMENT OPERATION PARAMETERS	88
F189	CHANGE RADIO FREQUENCIES ON COMMUNICATIONS PANELS	88
F195	CONDUCT SHIFT CHANGE POSITIONAL BRIEFINGS	86
F242	PERFORM CONSOLE OR EQUIPMENT SETUP OR ADJUSTMENT PROCEDURES	84
F202	COORDINATE E-3 AIRCRAFT REQUESTS FOR INFORMATION OR ACTIONS WITH GROUND AGENCIES	84
F249	PERFORM SECURE COMMUNICATIONS PROCEDURES	79
F188	BRIEF RELIEVING CREWS ON CHANGES IN POLICIES, PROCEDURES, OR OPERATIONAL STATUS	79
F243	PERFORM CONSOLE OR EQUIPMENT SHUTDOWN PROCEDURES	79
F213	ESTABLISH COMMUNICATIONS LINKS	77
E154	DESTROY CLASSIFIED MATERIALS	77
F217	ESTABLISH RADIO CONTACT WITH AIRCREWS	75
E162	INVENTORY CLASSIFIED MATERIALS	75
H329	PERFORM DOWNLINK ACQUISITION PROCEDURES	73
E175	RECEIVE CLASSIFIED INFORMATION	71
F219	EXPAND, CONTRACT, OR OFFSET RADAR VIDEO DISPLAYS	69
F240	PERFORM AUTHENTICATION PROCEDURES	67
F265	UPDATE TRACKS	65
E170	MAINTAIN POSITIONAL LOGBOOKS	63
F191	COMPLETE EQUIPMENT PERFORMANCE CHECKS	63
E153	DECODE OR ENCODE MESSAGES	63
F260	RESTORE COMMUNICATIONS LINKS	59
F221	IDENTIFY COMPUTER MALFUNCTIONS	59
F204	COORDINATE OR DIRECT AIRCRAFT RADIO FREQUENCY CHANGES WITH AIRCRAFT OR GROUND AGENCIES	57

TABLE A8

IDENTIFICATION JOB

TASKS ARE LISTED IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
J356	DETERMINE TRACK CLASSIFICATIONS OR IDENTIFICATIONS	99
J357	IDENTIFY AIRCRAFT USING IFF/SIF PROCEDURES	99
J358	IDENTIFY AIRCRAFT USING METHODS OTHER THAN IFF/SIF PROCEDURES	98
J355	CORRELATE TARGETS WITH KNOWN FLIGHT PLANS	97
J360	INTERPRET FLIGHT PLAN INFORMATION	97
J362	OBTAIN IDENTIFICATION INFORMATION FROM AGENCIES SUCH AS AIR MOVEMENTS IDENTIFICATION SERVICE (AMIS)	95
F195	CONDUCT SHIFT CHANGE POSITIONAL BRIEFINGS	89
J367	UPDATE OR MAINTAIN COMPUTERIZED FLIGHT PLAN DATA	87
F224	IMPLEMENT STANDARDIZED PROCEDURES FOR EMERGENCIES, UNKNOWNS, OR HIJACKS	86
F223	IMPLEMENT SAFE PASSAGE PROCEDURES	86
F240	PERFORM AUTHENTICATION PROCEDURES	85
J365	REPORT FLIGHT PLAN VIOLATIONS	83
E162	INVENTORY CLASSIFIED MATERIALS	82
J366	REPORT UNKNOWN AIRCRAFT UPCHANNEL	82
F259	RESPOND TO ALERTS OR WARNINGS, SUCH AS DEFENSE CONDITIONS (DEFCONs) OR WEATHER ALERTS	82
F203	COORDINATE IDENTIFICATION FRIEND OR FOE (IFF)/SELECTIVE ID FEATURE (SIF) PROBLEMS WITH FAA CONTROL CENTERS	77
F242	PERFORM CONSOLE OR EQUIPMENT SETUP OR ADJUSTMENT PROCEDURES	77
F248	PERFORM RADIO OR TELEPHONE (RT) PROCEDURES	76
J364	RECORD AIRCRAFT FLIGHT INFORMATION	75
F219	EXPAND, CONTRACT, OR OFFSET RADAR VIDEO DISPLAYS	75
F188	BRIEF RELIEVING CREWS ON CHANGES IN POLICIES, PROCEDURES, OR OPERATIONAL STATUS	75
F249	PERFORM SECURE COMMUNICATIONS PROCEDURES	75
E175	RECEIVE CLASSIFIED INFORMATION	73
F238	OPERATE REMOTE ACCESS TERMINALS	71
F217	ESTABLISH RADIO CONTACT WITH AIRCREWS	70
E154	DESTROY CLASSIFIED MATERIALS	68
G298	INVESTIGATE MAYDAY OR EMERGENCY CALLS	64
F200	COORDINATE AND PERFORM SYSTEMS EXPANSION PROCEDURES WITH ADJACENT FACILITIES	64
F232	MONITOR DEFENSE AREAS OR ZONES	62
J363	PREPLOT FLIGHT PLAN DATA	58
E170	MAINTAIN POSITIONAL LOGBOOKS	53

TABLE A9

BATTLE MANAGEMENT CLUSTER

TASKS ARE LISTED IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
F195	CONDUCT SHIFT CHANGE POSITIONAL BRIEFINGS	97
F259	RESPOND TO ALERTS OR WARNINGS, SUCH AS DEFENSE CONDITIONS (DEFCONs) OR WEATHER ALERTS	92
F188	BRIEF RELIEVING CREWS ON CHANGES IN POLICIES, PROCEDURES, OR OPERATIONAL STATUS	89
E162	INVENTORY CLASSIFIED MATERIALS	87
F248	PERFORM RADIO OR TELEPHONE (RT) PROCEDURES	83
E175	RECEIVE CLASSIFIED INFORMATION	80
E154	DESTROY CLASSIFIED MATERIALS	80
F249	PERFORM SECURE COMMUNICATIONS PROCEDURES	79
F242	PERFORM CONSOLE OR EQUIPMENT SETUP OR ADJUSTMENT PROCEDURES	78
F240	PERFORM AUTHENTICATION PROCEDURES	77
F256	REPORT SIGNIFICANT EVENTS	72
E170	MAINTAIN POSITIONAL LOGBOOKS	71
F197	CONFIGURE CONSOLE DISPLAYS TO DEPICT OPERATIONAL INFORMATION, SUCH AS COASTLINES, AIR BASES, OR TRAINING AREAS	71
F219	EXPAND, CONTRACT, OR OFFSET RADAR VIDEO DISPLAYS	69
E153	DECODE OR ENCODE MESSAGES	68
F226	INTERPRET RADAR RETURNS OR DISPLAYS	64
F224	IMPLEMENT STANDARDIZED PROCEDURES FOR EMERGENCIES, UNKNOWNS, OR HIJACKS	63
F243	PERFORM CONSOLE OR EQUIPMENT SHUTDOWN PROCEDURES	63
G315	REPORT HIJACKED AIRCRAFT TO HIGHER AUTHORITIES	63
F201	COORDINATE COUNTERDRUG OPERATIONS WITH US CUSTOMS OR LAW ENFORCEMENT AGENCIES	61
F202	COORDINATE E-3 AIRCRAFT REQUESTS FOR INFORMATION OR ACTIONS WITH GROUND AGENCIES	61
G307	RECEIVE OR RECORD INTELLIGENCE INFORMATION	60
F191	COMPLETE EQUIPMENT PERFORMANCE CHECKS	59
J366	REPORT UNKNOWN AIRCRAFT UPCHANNEL	58
F230	MONITOR AIR-TO-GROUND (AG) COMMUNICATIONS	58
C87	EVALUATE SUBORDINATES' COMPLIANCE WITH WORK OR MILITARY STANDARDS	57

TABLE A10

AIR SURVEILLANCE JOB

TASKS ARE LISTED IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
F195	CONDUCT SHIFT CHANGE POSITIONAL BRIEFINGS	97
F219	EXPAND, CONTRACT, OR OFFSET RADAR VIDEO DISPLAYS	92
F248	PERFORM RADIO OR TELEPHONE (RT) PROCEDURES	92
F218	EVALUATE TRACK DATA	91
F226	INTERPRET RADAR RETURNS OR DISPLAYS	89
F221	IDENTIFY COMPUTER MALFUNCTIONS	85
F211	DIRECT TECHNICIANS TO TAKE CONSOLE OR EQUIPMENT ACTIONS	85
F242	PERFORM CONSOLE OR EQUIPMENT SETUP OR ADJUSTMENT PROCEDURES	85
F188	BRIEF RELIEVING CREWS ON CHANGES IN POLICIES, PROCEDURES, OR OPERATIONAL STATUS	84
F259	RESPOND TO ALERTS OR WARNINGS, SUCH AS DEFENSE CONDITIONS (DEFCONs) OR WEATHER ALERTS	84
F265	UPDATE TRACKS	81
F262	SWITCH CONSOLE FUNCTION MODES	81
F191	COMPLETE EQUIPMENT PERFORMANCE CHECKS	80
G285	COORDINATE EQUIPMENT DOWN TIMES WITH MAINTENANCE PERSONNEL	78
F255	REPORT EQUIPMENT MALFUNCTIONS OR SUBSTANDARD PERFORMANCE TO APPROPRIATE AGENCIES	78
B59	SUPERVISE AEROSPACE CONTROL AND WARNING SYSTEMS OPERATORS (AFSC 27650)	78
K398	PERFORM DROP OR EXTRAPOLATION ACTIONS	78
E170	MAINTAIN POSITIONAL LOGBOOKS	77
I339	CONTROL QUALITY OR QUANTITY OF DATA INPUTS OR OUTPUTS	77
K393	MONITOR FORWARD, LATERAL, OR BACKTELL OPERATIONS	77
I331	ANALYZE OR IDENTIFY JAMMING OR INTERFERENCE	76
F251	RECOGNIZE AND REPORT MIJI OR ELECTRONIC COUNTERMEASURES (ECM)	76
E162	INVENTORY CLASSIFIED MATERIALS	75
C87	EVALUATE SUBORDINATES' COMPLIANCE WITH WORK OR MILITARY STANDARDS	74
A1	ASSIGN PERSONNEL TO WORK AREAS OR DUTY POSITIONS	72

TABLE A11

STANDARDIZATION/EVALUATION JOB

TASKS ARE LISTED IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
E154	DESTROY CLASSIFIED MATERIALS	100
F259	RESPOND TO ALERTS OR WARNINGS, SUCH AS DEFENSE CONDITIONS (DEFCONs) OR WEATHER ALERTS	100
F249	PERFORM SECURE COMMUNICATIONS PROCEDURES	97
B32	COMPILE DATA OR INFORMATION FOR REPORTS OR MEETINGS	94
E162	INVENTORY CLASSIFIED MATERIALS	94
F256	REPORT SIGNIFICANT EVENTS	94
F195	CONDUCT SHIFT CHANGE POSITIONAL BRIEFINGS	94
F240	PERFORM AUTHENTICATION PROCEDURES	94
E178	WRITE ROUTINE REPORTS, CORRESPONDENCE, OR MEMORANDUMS	92
F248	PERFORM RADIO OR TELEPHONE (RT) PROCEDURES	92
A25	PLAN OR SCHEDULE WORK ASSIGNMENTS	89
F188	BRIEF RELIEVING CREWS ON CHANGES IN POLICIES, PROCEDURES, OR OPERATIONAL STATUS	89
A11	ESTABLISH ORGANIZATIONAL POLICIES, OPERATING INSTRUCTIONS (OIs), OR STANDARD OPERATING PROCEDURES (SOPs)	86
C74	EDIT OR REVIEW CORRESPONDENCE OR REPORTS	86
B33	CONDUCT MEETINGS, SYMPOSIUMS, CONFERENCES, BRIEFINGS, OR WORKSHOPS	86
E175	RECEIVE CLASSIFIED INFORMATION	86
E153	DECODE OR ENCODE MESSAGES	86
F230	MONITOR AIR-TO-GROUND (AG) COMMUNICATIONS	86
F236	MONITOR WEATHER, TACTICAL, OR OPERATIONAL DATA	86
C87	EVALUATE SUBORDINATES' COMPLIANCE WITH WORK OR MILITARY STANDARDS	84
C102	WRITE EPRs	84
E155	DEVELOP CHECKLISTS	84
C104	WRITE OR REVIEW RECOMMENDATIONS FOR AWARDS OR DECORATIONS	84
B35	COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED MATTERS	84
A1	ASSIGN PERSONNEL TO WORK AREAS OR DUTY POSITIONS	84
F231	MONITOR AND EVALUATE EQUIPMENT PERFORMANCE	84
F224	IMPLEMENT STANDARDIZED PROCEDURES FOR EMERGENCIES, UNKNOWNS, OR HIJACKS	84
F242	PERFORM CONSOLE OR EQUIPMENT SETUP OR ADJUSTMENT PROCEDURES	84

TABLE A12

TRAINING JOB

TASKS ARE LISTED IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
D120	COUNSEL TRAINEES ON TRAINING PROGRESS	87
D137	MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS	84
D130	DEVELOP TRAINING AIDS	84
D134	EVALUATE PROGRESS OF TRAINEES	84
D105	ADMINISTER TESTS	84
D123	DETERMINE TRAINING REQUIREMENTS	81
D145	REVISE TRAINING MATERIALS	79
D135	EVALUATE TRAINING METHODS, TECHNIQUES, OR PROGRAMS	79
D129	DEVELOP TESTS	76
B47	DIRECT TRAINING SECTIONS OR PROGRAMS	71
B33	CONDUCT MEETINGS, SYMPOSIUMS, CONFERENCES, BRIEFINGS, OR WORKSHOPS	71
D115	CONDUCT PROFICIENCY, RECURRING, OR CONTINUATION TRAINING	68
B32	COMPILE DATA OR INFORMATION FOR REPORTS OR MEETINGS	68
A17	PLAN BRIEFINGS	68
D112	CONDUCT CLASSROOM INSTRUCTION	66
D117	CONDUCT TRAINING CONFERENCES OR BRIEFINGS	63
E178	WRITE ROUTINE REPORTS, CORRESPONDENCE, OR MEMORANDUMS	63
A4	DEVELOP ADMINISTRATIVE STATUS BOARDS, CHARTS, OR GRAPHS	63
D142	PLAN TRAINING PROGRAMS, OTHER THAN OJT	60
E166	MAINTAIN COMPUTER SOFTWARE FILES	60
D151	WRITE TRAINING REPORTS	58
A11	ESTABLISH ORGANIZATIONAL POLICIES, OPERATING INSTRUCTIONS (OIs), OR STANDARD OPERATING PROCEDURES (SOPs)	55
E168	MAINTAIN CORRESPONDENCE OR ADMINISTRATIVE FILES	55
C87	EVALUATE SUBORDINATES' COMPLIANCE WITH WORK OR MILITARY STANDARDS	53
A12	ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	53
D143	PROCURE TRAINING AIDS, SPACE, OR EQUIPMENT	53
F248	PERFORM RADIO OR TELEPHONE (RT) PROCEDURES	53
A15	ESTABLISH WORK PRIORITIES	50
F219	EXPAND, CONTRACT, OR OFFSET RADAR VIDEO DISPLAYS	50
B35	COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED MATTERS	50
D118	COORDINATE AREAS REQUIRING ADDITIONAL TRAINING WITH STANDARDIZATION/EVALUATION	50
F242	PERFORM CONSOLE OR EQUIPMENT SETUP OR ADJUSTMENT PROCEDURES	50

TABLE A13

SUPERVISORY CLUSTER

TASKS ARE LISTED IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
B35	COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED MATTERS	83
C87	EVALUATE SUBORDINATES' COMPLIANCE WITH WORK OR MILITARY STANDARDS	79
A1	ASSIGN PERSONNEL TO WORK AREAS OR DUTY POSITIONS	79
A25	PLAN OR SCHEDULE WORK ASSIGNMENTS	74
A15	ESTABLISH WORK PRIORITIES	71
B34	CONDUCT SUPERVISORY ORIENTATIONS OF NEWLY ASSIGNED PERSONNEL	71
C102	WRITE EPRs	69
C104	WRITE OR REVIEW RECOMMENDATIONS FOR AWARDS OR DECORATIONS	68
A12	ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	68
E178	WRITE ROUTINE REPORTS, CORRESPONDENCE, OR MEMORANDUMS	64
A31	WRITE JOB OR POSITION DESCRIPTIONS	64
B32	COMPILE DATA OR INFORMATION FOR REPORTS OR MEETINGS	63
A29	SCHEDULE PERSONNEL FOR TEMPORARY DUTIES (TDY), LEAVES, OR PASSES	62
B33	CONDUCT MEETINGS, SYMPOSIUMS, CONFERENCES, BRIEFINGS, OR WORKSHOPS	59
B59	SUPERVISE AEROSPACE CONTROL AND WARNING SYSTEMS OPERATORS (AFSC 27650)	58
C74	EDIT OR REVIEW CORRESPONDENCE OR REPORTS	57
B57	INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	57
A11	ESTABLISH ORGANIZATIONAL POLICIES, OPERATING INSTRUCTIONS (OIs), OR STANDARD OPERATING PROCEDURES (SOPs)	57
A17	PLAN BRIEFINGS	56
A3	DETERMINE LOGISTICS REQUIREMENTS, SUCH AS EQUIPMENT, PERSONNEL, OR SPACE	54
A4	DEVELOP ADMINISTRATIVE STATUS BOARDS, CHARTS, OR GRAPHS	52
A14	ESTABLISH WORK METHODS OR CONTROLS	46
C77	EVALUATE JOB OR POSITION DESCRIPTIONS	46
F259	RESPOND TO ALERTS OR WARNINGS, SUCH AS DEFENSE CONDITIONS (DEFCONs) OR WEATHER ALERTS	46
E175	RECEIVE CLASSIFIED INFORMATION	45

TABLE A14

ACTION OFFICER JOB

TASKS ARE LISTED IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
E178	WRITE ROUTINE REPORTS, CORRESPONDENCE, OR MEMORANDUMS	100
B32	COMPILE DATA OR INFORMATION FOR REPORTS OR MEETINGS	100
B33	CONDUCT MEETINGS, SYMPOSIUMS, CONFERENCES, BRIEFINGS, OR WORKSHOPS	100
A2	DETERMINE BUDGET REQUIREMENTS	82
A17	PLAN BRIEFINGS	73
E179	WRITE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS, OTHER THAN TRAINING REPORTS	73
C74	EDIT OR REVIEW CORRESPONDENCE OR REPORTS	73
A3	DETERMINE LOGISTICS REQUIREMENTS, SUCH AS EQUIPMENT, PERSONNEL, OR SPACE	73
C76	EVALUATE BUDGET REQUIREMENTS	54
E175	RECEIVE CLASSIFIED INFORMATION	54
E168	MAINTAIN CORRESPONDENCE OR ADMINISTRATIVE FILES	45
D106	ANALYZE EXERCISE DATA OR AFTER-ACTION REPORTS	45
E157	DRAFT RECOMMENDATIONS FOR SYSTEMS IMPROVEMENTS	45
A5	DEVELOP INSPECTION PROCEDURES	45
A21	PLAN LIVE OR SIMULATED EXERCISES OR SCENARIOS	45
A31	WRITE JOB OR POSITION DESCRIPTIONS	45
D131	DRAFT AFTER-ACTION REPORTS	36
B35	COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED MATTERS	36
A4	DEVELOP ADMINISTRATIVE STATUS BOARDS, CHARTS, OR GRAPHS	36
C104	WRITE OR REVIEW RECOMMENDATIONS FOR AWARDS OR DECORATIONS	36
A15	ESTABLISH WORK PRIORITIES	27
D144	REVIEW AFTER-ACTION PLANS	27
B57	INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	27
C81	EVALUATE OPERATIONAL REPORTS	18
A1	ASSIGN PERSONNEL TO WORK AREAS OR DUTY POSITIONS	18
C88	EVALUATE SUGGESTIONS	18
A9	DEVELOP QUALITY CONTROL (QC) PROGRAMS	18
D148	SELECT INDIVIDUALS FOR SPECIALIZED TRAINING	9

TABLE A15

RADAR EVALUATION JOB

TASKS ARE LISTED IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
O521	UPLOAD EVALUATION DATA INTO COMPUTERS	100
O496	BLIP-SCAN RECORDINGS OF TRACK DATA	100
O512	ORGANIZE EVALUATION TRACKS INTO SPECIFIC CATEGORIES OR GROUPS	100
O520	SCORE RADAR EVALUATION FLIGHTS	100
B32	COMPILE DATA OR INFORMATION FOR REPORTS OR MEETINGS	100
O518	RECOMMEND AND PLOT EVALUATION FLIGHT ROUTES	92
O499	COMPILE MEASUREMENTS OF RADAR DISPLAY PRESENTATIONS	92
O497	BRIEF OPERATIONS PERSONNEL AND PILOTS ON EVALUATION FLIGHT PARAMETERS	92
O500	COMPUTE RADAR PERFORMANCE USING RADAR COVERAGE INDICATORS	92
O511	MONITOR EVALUATION FLIGHT PATTERNS TO INTERPRET ADVERSE ENVIRONMENTAL EFFECTS ON AIRCRAFT CROSS-SECTIONS	92
O515	PERFORM OR ASSESS DATA REDUCTIONS	85
O495	APPLY MATHEMATICAL FORMULAS TO DETERMINE RADAR PERFORMANCE OR CHARACTERISTICS	85
O494	ANALYZE RADAR DATA TO DETERMINE TRENDS	85
O514	PERFORM INTEGRATION AND ADAPTATION CHECKS BETWEEN SITE AND USER LOCATIONS	85
O503	DETERMINE STANDARD DEVIATIONS FROM ACCEPTABLE SEARCH, BEACON, AND HEIGHT TOLERANCES	85
O509	INTERPRET EFFECTS OF WEATHER ON RADAR	85
O498	COLLECT WEATHER DATA FOR DETERMINING D-VALUES AND HEIGHT REFRACTION INDEXES	85
E172	PACKAGE OR MAIL CLASSIFIED MATERIALS	85
O504	DEVELOP AND JUSTIFY RADAR EVALUATION COMPUTERIZED PRODUCTS	77
O510	INVESTIGATE SYSTEM DEGRADATIONS	77
K385	EVALUATE RADAR COVERAGE	77
I350	MONITOR RADAR EVALUATION FLIGHTS	69
F218	EVALUATE TRACK DATA	69
F226	INTERPRET RADAR RETURNS OR DISPLAYS	69
E162	INVENTORY CLASSIFIED MATERIALS	69
F220	EXTRACT MISSION DATA FROM COMPUTER SYSTEMS	61
O517	PLOT HEIGHT ON 4/3 EARTH COVERAGE GRAPHS TO DETERMINE BEAM PATTERNS	61

TABLE A16

RANGE CONTROL JOB

TASKS ARE LISTED IN DESCENDING ORDER OF PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
N464	COORDINATE RANGE MISSIONS OR OPERATIONS WITH INTERNAL AGENCIES OR POSITIONS	100
N465	COORDINATE SUPPORT FOR RANGE USERS, SUCH AS ELECTRONIC WARFARE OR BOMB SCORING WITH SUPPORT AGENCIES	100
N463	COORDINATE RANGE MISSIONS OR OPERATIONS WITH EXTERNAL AGENCIES, SUCH AS AIR TRAFFIC CONTROL OR RANGE USERS	91
N493	SCHEDULE RANGE ACTIVITIES	91
N492	REVISE RANGE SCHEDULES	64
N455	ACTIVATE OR DEACTIVATE RANGE AIRSPACE	64
P574	RESOLVE AIRSPACE CONFLICTS	45
N470	ISSUE AIR CLEARANCES TO AIRCREWS FOR WEAPONS DELIVERY OPERATIONS	45
N462	COORDINATE RANGE MAINTENANCE WITH APPROPRIATE AGENCIES	36
N472	ISSUE OR RELAY RANGE ENTRY OR EXIT CLEARANCES TO RANGE USERS	36
N457	COMPLETE RANGE INCIDENT REPORTS	36
N458	CONDUCT HANGFIRE OR MISSFIRE PROCEDURES	27
N460	COORDINATE DRONE LAUNCH TIMES AND FLIGHT PROFILES	27
F248	PERFORM RADIO OR TELEPHONE (RT) PROCEDURES	27
P525	ANALYZE NONSCHEDULED OR IMMEDIATE MISSION INFORMATION	27
N467	FILE AIRCRAFT OFF RANGES	18
E178	WRITE ROUTINE REPORTS, CORRESPONDENCE, OR MEMORANDUMS	18
F185	ANALYZE MISSION INFORMATION ON SCHEDULES, STATUS BOARDS, OR DISPLAYS	18
N481	OPEN OR CLOSE RANGE FACILITIES	18
C87	EVALUATE SUBORDINATES' COMPLIANCE WITH WORK OR MILITARY STANDARDS	18
P525	ANALYZE NONSCHEDULED OR IMMEDIATE MISSION INFORMATION	18
O513	PERFORM DATA BASE MANAGEMENT	18
N456	COMPILE OR DISSEMINATE RANGE EXERCISE INFORMATION TO HIGHER HEADQUARTERS	18
D114	CONDUCT OJT	18